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PLUS ÇA CHANGE

- ☐ Academic salaries increased by 3.0 percent, a real rise of 0.3 percent.
- ☐ Salaries have been almost constant in real terms for the past four years, paralleling those of all college graduates and all private production workers.
- ☐ Differences in salaries by rank have been remarkably constant for twenty years. Associate professors have earned around 74 percent of full professors' salaries, assistants around 61 percent.
- ☐ Compensation increased 3.1 percent in public institutions, 3.6 percent at private–independent, and 3.4 percent at church–related institutions, the smallest differences in the past four years.
- ☐ One–sixth of faculty members received salary increases of at least 6 percent; nearly one–sixth received increases below 2 percent.
- ☐ Employers' expenditures on benefits, especially medical/dental, rose far faster than salaries, as they have over the past decade.
- ☐ Nearly 95 percent of associate and full professors continue in their jobs from one year to the next; turnover rates of faculty have not changed in the last two decades.
- ☐ The results are based on a survey of nearly 2,300 institutions.

These highlights and others are discussed in the report by Professor Daniel S. Hamermesh (University of Texas-Austin), chair of AAUP's Committee Z on the Economic Status of the Profession.

The faculty data used to prepare this report were provided by institutions responding to the AAUP Annual Survey conducted by Maryse Eymonerie Associates, also responsible for editing, processing, and preparing the statistical materials that appear in this report. Any questions concerning these data should be directed to Maryse Eymonerie Associates, P.O. Box 7893, Hilton Head, SC 29938. For additional copies of the report, send a check for $50 to AAUP, 1012 14th St. N.W., Suite 500, Washington, DC 20005. Prepaid orders only.

THE ANNUAL REPORT ON THE ECONOMIC STATUS OF THE PROFESSION

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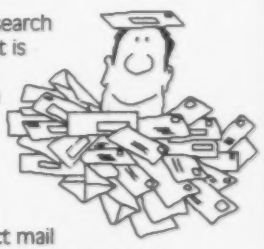

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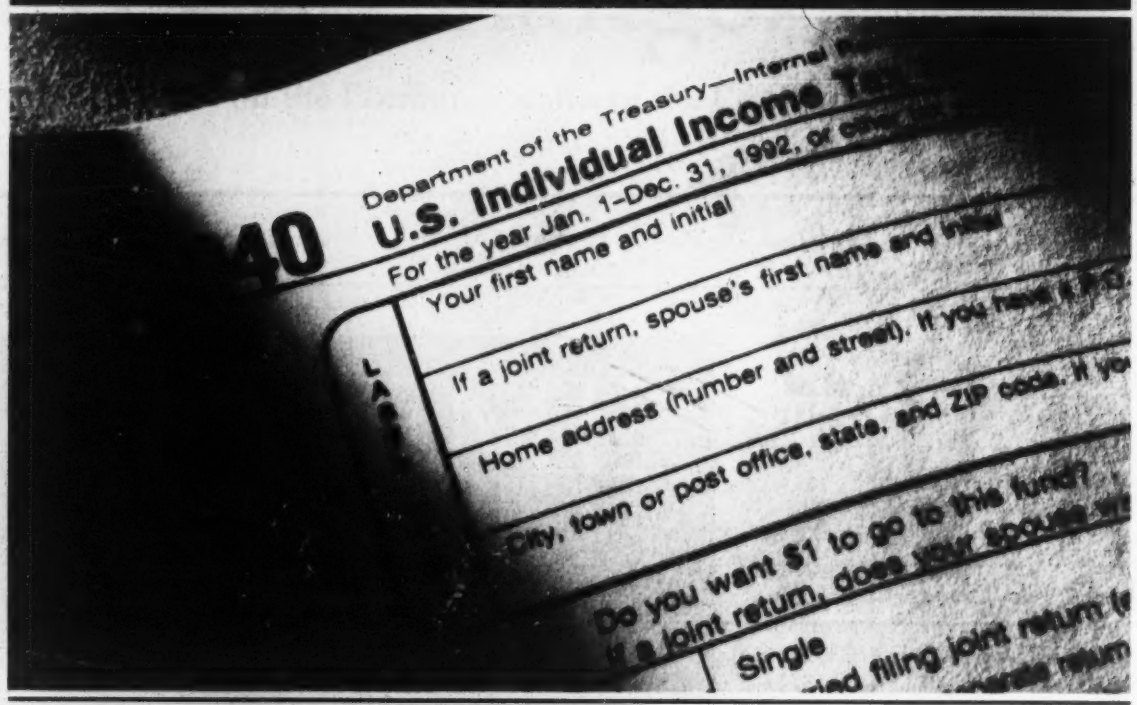
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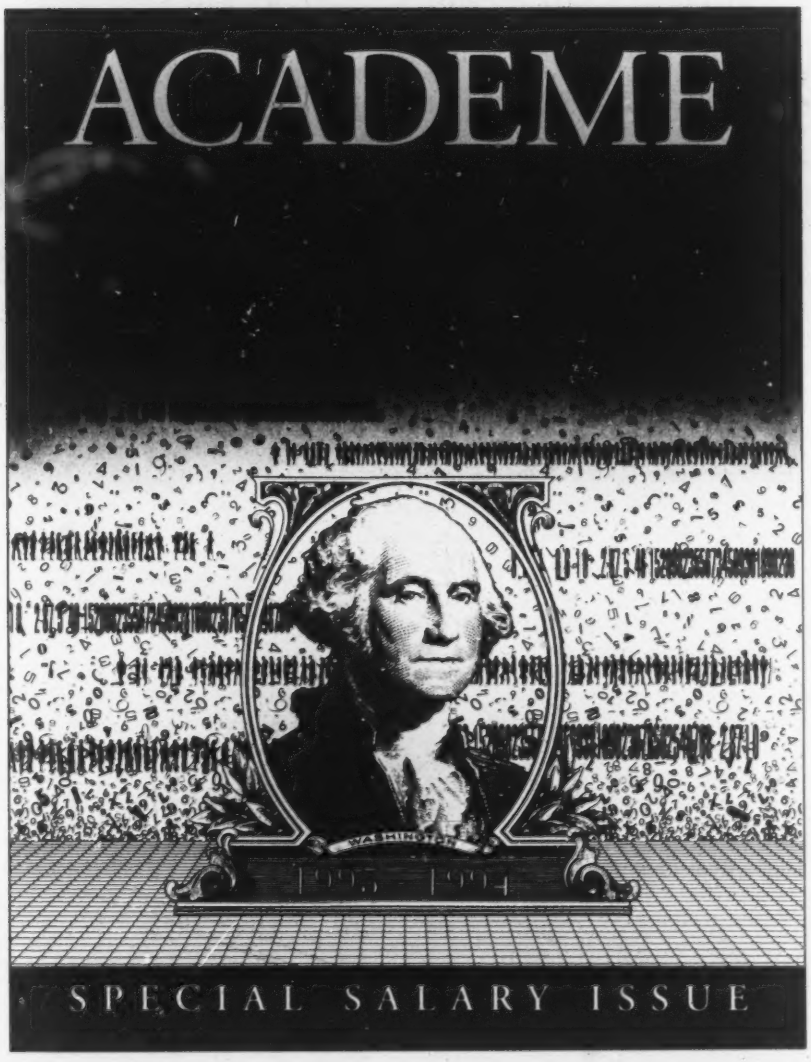
The Annual Report on the Economic Status of the Profession, 1993–94[1]



"PLUS C'EST LA MÊME chose" is the best description of developments in academic salaries and compensation between 1992–93 and 1993–94. The data from the annual AAUP Salary Survey offer an absence of surprises and unusual changes, both good and bad, and that is itself noteworthy. Most important, academic salaries—averaged over all college and university professors—rose 3.0 percent during this period. When converted into post-inflation terms, salary changes in 1993–94 represent a *real* increase of 0.3 percent. Table I shows that the nominal increase of 3.0 continues a pattern of roughly 3 percent increases that we have observed for the past three academic years. The bottom half of Table I shows that the average faculty member who remained at his or her institution (the average continuing faculty member) saw a nominal increase of 4.2 percent, almost the same as in the previous two years.

Behind the Averages

The absence of major changes in academic compensation is reflected in levels, in comparisons to pay of other workers, and in differences within academe. The solid boxes (■) in Figure 1 show the real average academic salary (measured in 1993 dollars on the left-hand scale) over the twenty-two-year period, 1972–73 to 1993–94. The well-known bust of the 1970s was followed by the recovery of the 1980s. That ended after the 1989–90 academic year. During the last four years average salaries have remained almost constant in real terms: The four ■'s in Figure 1 essentially form a horizontal line.

Salaries in the 1970s also declined (see the right-hand scale) relative to those of all private-sector production workers (the triangular line in Figure 1) and relative to those of all

TABLE I

Percentage Increases in Average Monetary and Real Salaries for Institutions Reporting Comparable Data for Adjacent One-Year Periods, and Percentage Change in the Consumer Price Index 1972–73 through 1993–94[1]

One-Year Period	Prof.	Assoc.	Asst.	Inst.	All Ranks	Prof.	Assoc.	Asst.	Inst.	All Ranks	Change in CPI
	NOMINAL TERMS					REAL TERMS					
ALL FACULTY											
1972–73 to 1973–74	5.2	5.2	4.8	4.7	5.1	–3.3	–3.2	–3.6	–3.7	–3.3	8.7
1973–74 to 1974–75	5.8	5.9	5.7	5.8	5.8	–5.8	–5.7	–5.9	–5.8	–5.8	12.3
1974–75 to 1975–76	6.2	5.9	5.7	6.1	6.0	–0.7	–0.9	–1.1	–0.7	–0.8	6.9
1975–76 to 1976–77	4.7	4.7	4.7	4.7	4.7	–0.2	–0.2	–0.2	–0.2	–0.2	4.9
1976–77 to 1977–78	5.2	5.4	5.3	5.4	5.3	–1.4	–1.2	–1.3	–1.2	–1.3	6.7
1977–78 to 1978–79	5.6	5.8	5.9	6.0	5.8	–3.1	–2.9	–2.8	–2.7	–2.9	9.0
1978–79 to 1979–80	7.5	7.0	6.8	6.4	7.1	–5.1	–5.5	–5.7	–6.1	–5.4	13.3
1979–80 to 1980–81	8.8	8.5	8.8	8.6	8.7	–3.3	–3.6	–3.3	–3.5	–3.4	12.5
1980–81 to 1981–82	9.0	8.8	9.1	8.2	9.0	–0.1	–0.1	–0.2	–0.7	–0.1	8.9
1981–82 to 1982–83	6.3	6.3	6.6	6.7	5.4	2.4	2.4	2.9	2.8	2.5	3.8
1982–83 to 1983–84	4.6	4.4	5.0	5.1	4.7	0.8	0.6	1.2	1.3	0.9	3.8
1983–84 to 1984–85	6.7	6.4	6.6	6.2	6.6	2.7	2.4	2.6	2.2	2.6	3.9
1984–85 to 1985–86	6.1	5.9	6.2	5.9	6.1	2.2	2.0	2.3	2.0	2.2	3.8
1985–86 to 1986–87	6.0	5.8	5.7	4.9	5.9	4.8	4.6	4.5	3.8	4.7	1.1
1986–87 to 1987–88	5.0	4.8	4.9	3.8	4.9	0.6	0.4	0.5	–0.6	0.5	4.4
1987–88 to 1988–89	5.8	6.7	6.0	5.3	5.8	1.3	2.2	1.5	0.9	1.3	4.4
1988–89 to 1989–90	6.3	6.3	6.3	5.4	6.1	1.6	1.6	1.6	0.7	1.4	4.6
1989–90 to 1990–91	5.5	5.3	5.5	5.0	5.4	–0.6	–0.8	–0.6	–1.0	–0.7	6.1
1990–91 to 1991–92	3.4	3.5	3.8	3.9	3.5	0.3	0.4	0.7	0.8	0.4	3.1
1991–92 to 1992–93	2.6	2.3	2.6	2.3	2.5	–0.3	–0.6	–0.3	–0.6	–0.4	2.9
1992–93 to 1993–94	3.0	3.1	3.0	3.2	3.0	0.3	0.4	0.3	0.5	0.3	2.7
CONTINUING FACULTY											
1972–73 to 1973–74	5.4	6.3	6.5	7.0	6.1	–3.0	–2.2	–2.0	–1.6	–2.4	8.7
1973–74 to 1974–75	6.7	7.4	7.9	8.7	7.4	–5.0	–4.4	–3.9	–3.2	–4.4	12.3
1974–75 to 1975–76	7.1	7.7	8.0	8.5	7.6	0.2	0.8	1.0	1.5	0.7	6.9
1975–76 to 1976–77	6.2	6.8	7.2	7.4	6.7	1.2	1.8	2.2	2.4	1.7	4.9
1976–77 to 1977–78	5.9	6.0	5.9	5.9	5.9	–0.7	–0.6	–0.7	–0.7	–0.7	6.7
1977–78 to 1978–79	6.9	7.5	8.0	8.4	7.4	–1.9	–1.3	–0.9	–0.5	–1.5	9.0
1978–79 to 1979–80	7.8	8.2	8.7	8.9	8.1	–4.8	–4.5	–4.0	–3.8	–4.8	13.3
1979–80 to 1980–81	9.6	10.0	10.6	10.6	10.0	–2.6	–2.2	–1.7	–1.7	–2.2	12.5
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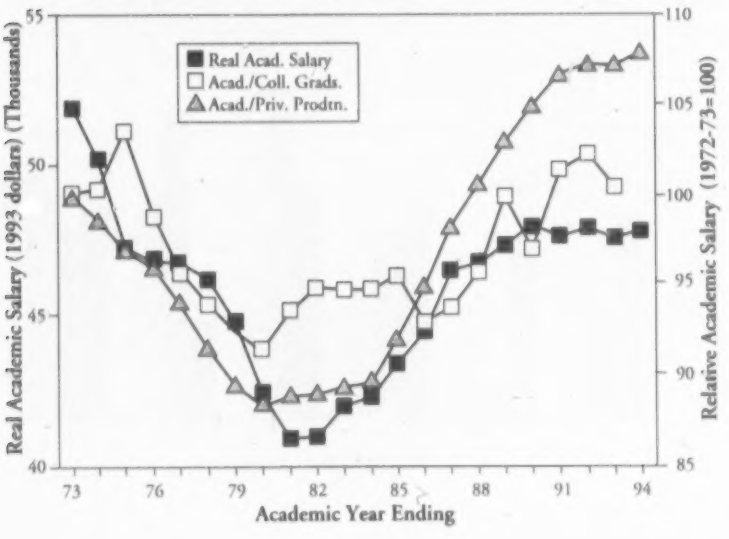
1982–83 to 1983–84	5.4	5.7	6.3	5.9	5.7	1.6	1.8	2.4	2.0	1.8	3.8
1983–84 to 1984–85	6.7	7.2	7.8	7.9	7.1	2.7	3.2	3.8	3.8	3.1	3.9
1984–85 to 1985–86	7.0	7.4	7.9	7.6	7.3	3.1	3.5	4.0	3.7	3.4	3.8
1985–86 to 1986–87	6.3	6.7	7.0	6.5	6.6	5.1	5.5	5.8	5.3	5.4	1.1
1986–87 to 1987–88	6.1	6.6	7.1	6.9	6.5	1.6	2.1	2.6	2.4	2.0	4.4
1987–88 to 1988–89	6.4	7.1	7.6	7.4	6.8	1.9	2.6	3.1	2.9	2.3	4.4
1988–89 to 1989–90	6.9	7.4	7.8	7.5	7.3	2.2	2.6	3.0	2.7	2.5	4.6
1989–90 to 1990–91	6.1	6.8	7.2	7.0	6.6	0.0	0.7	1.0	0.8	0.5	6.1
1990–91 to 1991–92	3.9	4.5	4.9	5.1	4.3	0.8	1.4	1.7	1.9	1.2	3.1
1991–92 to 1992–93	3.2	3.7	4.2	4.4	3.6	0.3	0.8	1.3	1.5	0.7	2.9
1992–93 to 1993–94	3.8	4.4	4.7	4.5	4.2	1.1	1.7	1.9	1.8	1.5	2.7

[1] Consumer Price Index obtained from the Bureau of Labor Statistics. The change in the CPI-U is calculated from December to December.

Notes: Monetary salary is measured in current dollars. The percentage increase in real terms is the percentage increase in monetary terms adjusted for the percentage change in the CPI. Figures under All Faculty represent changes in salary levels from a given year to the next. Figures under Continuing Faculty represent the average salary increase for faculty on staff both years.

FIGURE 1

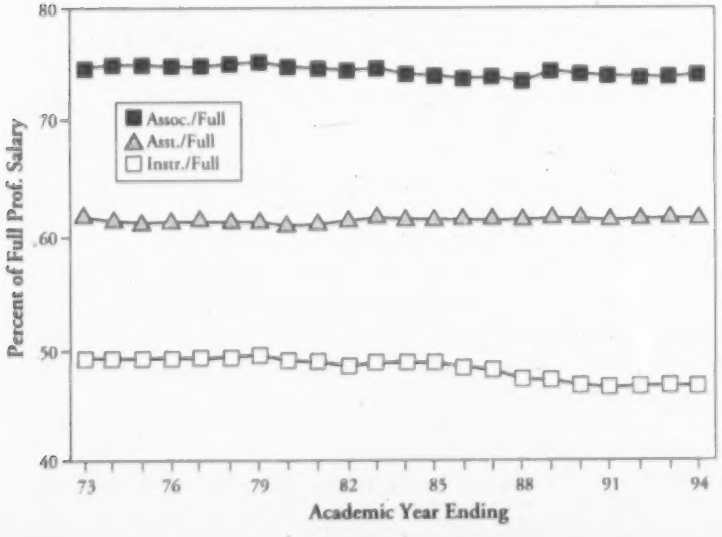
Real (1993 dollars) and Relative Academic Salary (1972–73 = 100)



college graduates (□).[2] Salaries more than recovered compared to those of production workers in the 1980s, reflecting the unprecedented widening of wage differentials between college graduates and others that occurred during that decade.[3] They even moved up relative to those of all college graduates, returning academics almost to their relative standing of the early 1970s. Since 1989–90 any changes relative to college graduates have been negligible, but there has been a very slight increase relative to those of all production workers since 1990–91, reflecting the continuing, though decelerated, widening of earnings differences between college graduates and all workers. Like our real salaries, our nominal salaries have moved within a narrow range during the past several years compared to those of other workers.

FIGURE 2

Salaries Relative to Full Professors, 1972–73—1993–94



Most senior full professors believe that salaries of junior faculty have risen relative to theirs over the the last decade. That may be true in certain academic specialties, particularly those in which salaries have risen most rapidly.[4] As Figure 2 shows, though, there is a remarkable historical constancy of relative salary differences across ranks within academe as a whole: Since 1972–73 associates have earned 73.8 to 75.3 percent of what full professors earn, and assistant professors have made 61.1 to 61.8 percent. Only in the sparse ranks of instructors have salaries changed noticeably, falling from 49. percent of full professors' salaries in the mid-1970s and then levelling off around 47 percent since 1989–90. Within the broad aggregate of all academic disciplines salary differences by rank have neither widened nor narrowed.

This surprising constancy reflects a balance of forces including real-wage stagnation economy-wide, small changes in the returns to college education over the last five years (though much higher rates of return than in the 1970s), and the lack of major demographic or economic phenomena that might cause sharp changes in enrollments or in retirement rates of faculty. At least in terms of broad measures the absence of such shocks has allowed the industry to approach the economist's elusive equilibrium. But what a low-level equilibrium, with average real salaries below those of 1972–73! And what could occur to change it during the rest of this decade?

The one thing that will cause real salaries in the U.S. to rise over the next six years is steady economy-wide economic growth. If we attain the growth of 1969–79, average real per-capita national output will be 10 percent higher in 1999–2000 than it is now; if we attain the growth of 1979–89, it will be 9 percent higher. The economy is only now coming out of the long, shallow recession that began in 1990. If the recovery continues, evidence from the past two decades suggests that real salaries economy-wide will grow.

Barring still further tightening of state budgets and other surprises academic salaries will participate in this growth. One potential difficulty—the ending of mandatory retirement for faculty in January 1994—is not a general problem, as it will not lead to reduced demand for young scholars: The best evidence suggests that except at a very few top

Category I institutions almost no professors will avail themselves of the chance to remain on the job beyond age 70.[5] Another potential problem is more likely to arise: Past experience suggests that the unusually high relative salaries of college graduates, and the implied high returns to obtaining a college degree, are unlikely to persist indefinitely. At some time, and especially if the recovery is long-lasting and aggregate unemployment is driven below 5.5 percent, college graduates' wages will fall relatively. Thus steady economic growth in the remainder of the 1990s will benefit everyone; but it should also partly reverse the increased inequality of earnings in the U.S., a reversal that will keep our salaries from rising as rapidly as they might during that recovery.

Prediction is always difficult and risky, whether one uses tea leaves, chicken entrails, or econometric models. But I expect that the stagnation of our salaries in real terms is nearing its end, and that the second half of the 1990s will see growth, albeit modest growth, in the real pecuniary rewards to being a college or university professor—not for everyone, especially older faculty and those in disciplines where demand grows relatively slowly over the next 6 years—but for the average faculty member.

FIGURE 3

Dispersion of Salary Changes: All Faculty, by Affiliation

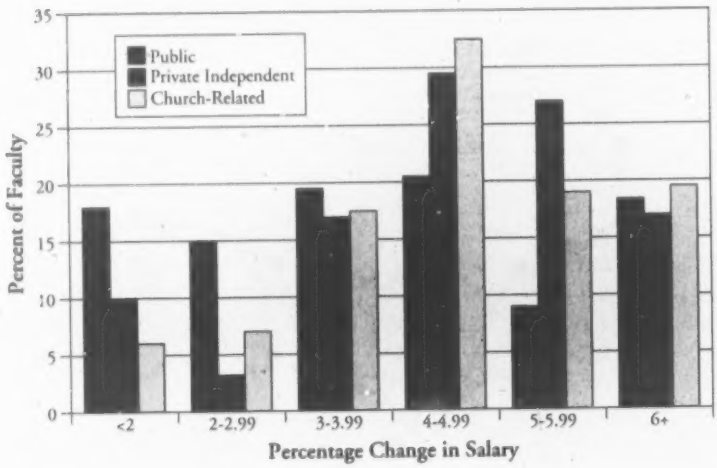


Table II shows how average salary increases varied by affiliation and category (Ph.D.-granting, Level I, etc.), over the past year and the past decade. As our two most recent

TABLE II

Percentage Changes in Average Salary and Average Compensation Levels, over Previous Years, by Category[1]

Category	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	SALARY				COMPENSATION			
1992–93 to 1993–94								
I	3.0	2.9	3.2	3.6	3.3	3.2	3.6	3.2
IIA	3.0	2.9	3.5	3.3	3.2	3.1	3.8	3.0
IIB	3.2	2.8	3.3	3.5	3.3	2.6	3.3	3.7
III	3.2	3.2	1.5	2.5	3.3	3.3	1.8	3.1
IV	3.7	3.8	1.5	3.0	3.7	3.7	1.0	5.2
All Categories except IV	3.0	2.9	3.3	3.4	3.2	3.1	3.6	3.4
1983–84 to 1993–94								
I	64.9	62.6	72.5	71.1	71.9	69.6	79.5	76.6
IIA	62.8	60.8	68.4	69.8	70.3	67.9	77.1	78.3
IIB	62.1	56.2	65.9	62.6	70.9	66.9	73.3	71.3
III	58.4	58.3	66.3	52.8	68.1	68.0	77.3	59.8
IV	54.8	54.6	98.3	60.1	64.1	63.9	101.5	74.5
All Categories except IV	63.6	61.4	70.1	66.5	71.1	68.8	77.6	74.5

[1] Sample includes 1,932 institutions reporting comparable data for both periods. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE III

Average Expenditure Per Faculty Member for Specific Major Fringe Benefits, Percentage Increase in Expenditure, and Percentage Change in Salary Levels, 1990–91 to 1993–94 and 1983–84 to 1993–94, by Affiliation[1] (All Ranks Combined)

Benefits	All Combined	Public	Private Independent	Church-Related
Average Expenditure, 1993–94				
Retirement	$4,733	5,022	4,645	3,297
Medical/Dental Ins.	$3,266	3,376	3,362	2,538
Social Security	$2,980	2,804	3,642	3,034
All Benefits Combined[2]	$12,150	12,003	13,906	10,575
Percentage Increase in Expenditure, 1990–91 to 1993–94				
Retirement	12.7	11.6	16.0	16.0
Medical/Dental Ins.	28.3	24.2	33.1	26.5
Social Security	9.2	6.7	15.1	14.8
All Benefits Combined[2]	15.7	14.6	20.0	17.1
Percentage Increase in Expenditure, 1983–84 to 1993–94				
Retirement	89.3	78.3	74.8	98.7
Medical/Dental Ins.	189.8	165.8	237.2	169.4
Social Security	90.4	89.3	105.2	96.8
All Benefits Combined[2]	109.4	100.4	116.1	121.1
Percentage Change in Salary Levels				
1990–91 to 1993–94	9.3	7.8	12.1	14.3
1983–84 to 1993–94	63.6	61.4	70.1	66.5

[1] Sample includes 1,808 institutions reporting comparable data for 1983–84, 1990–91 and 1993–94.
[2] All Combined includes retirement, medical/dental, disability, tuition, social security, unemployment and worker's compensation taxes, group life, and benefits in kind with cash option.

Reports have stressed, private institutions have seen much more rapid increases in salaries and total compensation than have public schools, a phenomenon that is reflected in the decadal changes shown in the bottom half of Table II. Even here, though, differences in growth rates by affiliation narrowed substantially this past year. In 1991–92 salaries at private independent institutions grew 1.8 percentage points faster than at public schools, almost identical to the 1.9 percentage-point difference in 1992–93. This year the difference was "only" 0.4 percentage points.

Increases in salaries and compensation in private-independent schools have exceeded those in public colleges every year for the past twelve, but this year the difference in salary increases was much smaller than in recent years. Why salary growth was more equal this year is unclear. The Reagan legacy of taxpayer stinginess with its dire implications for public funding of higher education does not seem to have abated. Perhaps, though, elected representatives have begun to realize that investing in education, including more generous salary increases for faculty, is the one way to ensure long-term economic growth and the concomitant growth of real incomes.

In 1991–92, 36 percent of continuing faculty in public institutions received salary increases below 2 percent; in 1992–93 the comparable figure was 51 percent. In 1993–94 "only" 18 percent of continuing faculty in public colleges and universities received a salary increase below 2 percent. At the high end of salary increases the percentages of faculty receiving increases of 6 percent or more were almost identical by affiliation. This too represents a sharp change from the past two years. The distribution of salary increases generally in the public sector in Figure 3 resembles those in private-independent and church-related schools much more closely than in the previous two years.

As in the past, colleges' and universities' expenditures on total compensation have grown more rapidly than salary costs. Table III shows that even employers' shares of mandated Social Security taxes grew more rapidly than salaries over the past decade. This difference may have occurred because although academic salaries during the 1980s grew no more rapidly than the ceiling on taxable earnings, the ceiling was raised drastically for taxes that fund Medicare.

For the past three years per-faculty costs of medical/dental insurance have exceeded employer-paid Social Security taxes. Moreover, these costs have risen and continue to rise more rapidly than other expenditures on benefits (a story that has been repeated in this Report for several years, and repeated nationwide countless times). The issue is whether these increased expenditures represent growth in the quality and/or quantity of medical care paid for by our employers, or whether they merely represent cost increases.

By usual economic standards they represent increases in quantity/quality. The medical-care component of the Consumer Price Index grew less rapidly over the past decade and the past three years than did employers' expenditures. We may be unhappy that we are having to pay more out-of-pocket for our medical care, but we are choosing to have our employers do the same; and that spending is buying us more care and is not totally being devoured by cost inflation.

Spending by colleges and universities on

our retirement has also increased more rapidly than our salaries. This spending presumably reflects our desire for security during a retirement that is likely to last at least fifteen years for the average male faculty member who leaves academe at age 65, and nearly twenty years for the average female retiree. Rising longevity and our continuing unwillingness to postpone retirement make shifting our compensation away from current salary and toward retirement saving essential if we are to maintain our living standards while retired.

With the absence of much net job creation, academic institutions are faced with decisions about promotion that will determine the rate at which "new blood" is infused into the professoriate. It is unclear how general job growth in the profession affects colleges' and universities' willingness to retain faculty, though faster net growth probably increases it. Faster growth profession-wide, though, also makes faculty more likely to leave voluntarily for the increasingly abundant greener pastures at other institutions. We observe more quits and fewer fires in good times in the private sector generally.[6]

Whether and how these two potentially conflicting forces balance out in higher education is shown by the data in Table IV. Retention rates of faculty have remained remarkably constant over the past two decades. This does not mean that firing and quitting have not varied. All it shows is that the net continuation rate of college and university faculty has been essentially constant.

For tenured faculty the continuation rate is very high: Implicitly the average full professor has an expected service in that rank at his or her institution of fifteen years (1/[1-.934]). Assuming that people do not attain that rank until age 35, that the average professor retires at age 65, and that inflows and outflows into full professorships are equal, roughly half of the implied 6.6 percent non-continuation rate represents retirement. This result implies that the average full professor has only a 1 in 30 chance each year of leaving to take another job. This is very low, but not much different

TABLE IV

Percentage of Full-time Faculty Members Remaining on Staff (Continuing Faculty), by Academic Rank, 1993-94, 1983-84, and 1973-74[1]

	Professor	Associate	Assistant	Instructor	All Combined
1993–94	93.4	94.1	87.8	78.2	91.2
1983–84	93.2	94.0	87.7	78.4	91.2
1973–74	93.1	93.9	87.6	76.6	91.1

[1] Sample includes 1,532 institutions reporting comparable data for the specific periods. For definitions, see Explanation of Statistical Data preceding Appendix I.

FIGURE 4

Continuing Faculty by Rank, Level and Affiliation, 1993–94

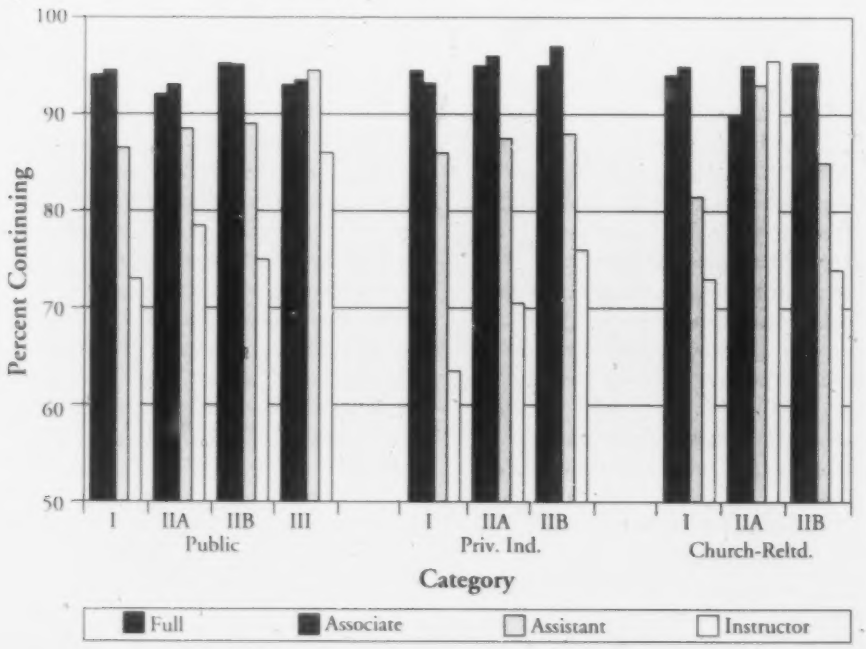


TABLE V

Average Salary Levels, 1993–94 and Percentage Change Since 1988–89 and 1983–84 for Upper Three Ranks in Major Fields[1]

	1993–94 Salary Levels			Percentage Changes: Since 1988–89			Since 1983–84		
	Prof.	Assoc.	Asst.	Prof.	Assoc.	Asst.	Prof.	Assoc.	Asst.
AgriBusiness	$59,178	$45,028	$38,081	22.4	23.0	21.4	63.8	57.4	57.9
Architecture	59,322	45,187	36,547	16.5	17.0	16.7	57.0	52.2	53.5
Business & Management	77,535	61,140	57,573	24.0	26.0	28.2	79.0	65.3	92.2
Communications	58,933	43,853	36,246	19.2	19.4	19.9	61.3	54.8	57.4
Computer & Information	75,964	57,039	49,242	19.9	18.0	16.7	74.8	69.9	70.7
Education	56,605	43,388	35,287	19.0	18.0	21.3	55.9	52.7	55.4
Engineering	77,985	55,155	47,753	26.1	17.6	16.1	84.6	68.2	66.1
Foreign Languages	57,344	41,410	33,767	16.1	16.7	20.5	52.4	52.3	57.6
Health Sciences	77,913	57,149	49,814	23.3	22.0	26.9	78.7	71.7	82.6
Home Economics	57,157	43,797	35,956	17.0	19.7	20.0	54.3	52.5	53.3
Interdisciplinary Studies	61,808	42,194	32,657	14.3	15.2	15.3	59.0	50.6	48.3
Law	89,777	64,103	59,217	20.4	23.1	26.0	71.1	65.9	71.1
Letters	56,744	41,063	33,665	13.7	17.7	21.3	52.3	51.9	58.8
Library Science	61,827	43,352	35,795	13.7	13.6	14.1	59.5	43.4	48.2
Mathematics	63,776	45,510	38,604	17.4	19.1	20.7	59.7	56.0	66.7
Performing Arts	52,459	39,635	32,052	15.1	17.4	19.0	61.4	59.7	60.9
Philosophy & Religion	58,424	41,259	35,506	16.2	18.1	28.7	53.7	49.4	66.1
Physical Sciences	65,914	45,746	39,361	17.9	18.1	21.3	63.2	55.0	63.6
Psychology	62,567	43,401	36,589	17.7	18.9	22.5	59.5	53.6	67.6
Public Affairs	62,435	45,199	37,192	18.5	14.2	16.4	57.6	46.8	52.0
Social Sciences	62,351	43,842	36,603	17.0	18.5	20.1	59.9	53.9	61.7
All Major Fields	65,186	47,709	41,367	18.9	20.2	21.5	64.4	60.7	68.0

[1] Derived from the Faculty Salary Survey by Discipline of Institutions belonging to the National Association of State Universities and Land-Grant Colleges, conducted by the Office of Institutional Research, Oklahoma State University.

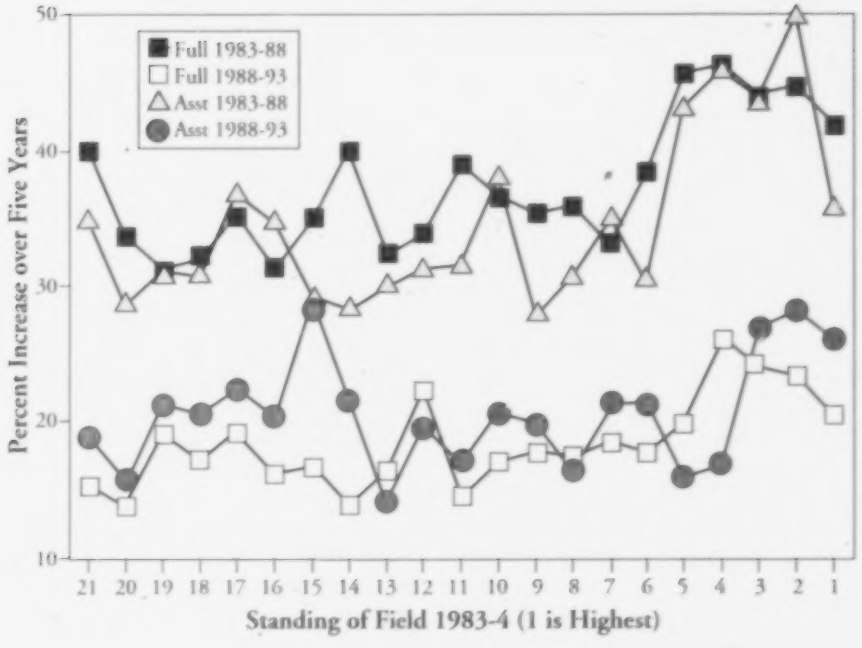
from the mobility rates of other well-educated senior workers.[7]

One might expect that institutions with different missions and histories would have different retention rates. Perhaps assistant professors at doctorate-granting institutions are more likely to move on as they see bleak prospects for tenure; perhaps there is more mobility of senior faculty from such institutions. Figure 4 presents average continuation rates for 1993–94 in the four main ranks for each category-affiliation cell. Mobility rates of tenured faculty (full and associate professors) do not differ systematically by level or category of institution. Between 90 and 95 percent of full professors, and between 91 and 97 percent of associates remain on the job in the average institution in each cell.

Consistent differences in continuation rates do exist across institutions among assistant professors. Within each category assistant professors in private-independent schools are less likely to remain with their employers than their counterparts in public institutions. And the more graduate-oriented is the public or private-independent college or university, the lower the continuation rate of both assistant professors and instructors. Whether the lack of commitment reflects greater willingness to fire assistant professors and instructors at more research-oriented schools, or indicates the faculty members' own lack of institutional commitment, unfortunately cannot be inferred from these data.

Table V presents average salaries by rank for each of 21 fields, as tabulated for a sample of roughly 75 large public universities. The Table also presents percent changes within field by rank since 1988–89 and 1983–84. While salary increases in this sample were slightly higher at the lower two ranks between 1988–9 and 1993–4, that was not uniformly true over the ten-year period. The data roughly corroborate the results of Figure 2 showing no obvious trend in relative salaries by rank.

FIGURE 5
Salary Increases by Field and Rank, 1983–88, 1988–93



The most interesting aspect of these data is the inequality across disciplines. Table V shows well-known and substantial differences, with law, business and computer sciences among the top three fields by salary, and performing arts, letters and foreign languages among the lowest. The question is whether this tremendous inequality has changed in the past ten years, given strong evidence that inequality across these fields rose from 1976–77 through 1987–88.[8]

Figure 5 shows percentage increases for full and assistant professors over five-year periods 1983–84—1988–89, and 1988–89—1993–94, arrayed by the relative standing of the salary in each field in 1983–84. The two upper lines (■ and △) for 1983–84—1988–89 clearly rise as we move rightward toward disciplines that were higher-paid in 1983–84. During the 1980s inequality across fields continued to increase. The lower two lines (□ and ●) for 1988–89—1993–94 are not so obviously rising. Indeed, while the correlations of initial salary and salary growth during the first quinquennium in this figure are significantly positive, only the correlation for full professors is during the second quinquennium. It seems safe to conclude that inequality of salaries did continue to increase during the early 1990s, but at a slower rate than it had during the 1980s.

The College and University Personnel Association publishes results of its broad survey of salaries in administrative positions. Piecing these together shows that the median salary in those positions in public colleges and universities rose 21.3 percent between 1988–89 and 1993–94; the comparable increase in faculty salaries in all public institutions in the AAUP survey was 19.3 percent.[9] In private-independent and church-related institutions together, administrative salaries rose 18.8 percent over this period while faculty salaries as reported in our survey rose 26.0 percent. The surveys do not cover the same schools, and the coverage of each varies slightly from year to year. Nonetheless, these broad comparisons do not suggest that faculty in public institutions have fared much worse than administrators. College and university administrations may well be increasingly bloated, but the bloat is in the number of positions, not in the cost per position.[10]

Report of Committee Z

The information underlying this Report results from a broad-based survey of institutions of higher education in the United States. We are especially pleased that this year nearly 2,300 institutions participated in the survey and are included in the basic results in Table I and in some of the other tables. This response is the highest in the past five years. The institutions represented 89 percent of those surveyed and employed nearly 400,000 faculty

members in 1993–94. We are indebted to the adminstrators and others who devoted the time to completing the four-page questionnaire and thus directly contributing to making the results of this survey so useful.

The value of the survey is largely determined by the efforts of Maryse Eymonerie, who conducts it through Maryse Eymonerie Associates and prepares all the tables in this issue of *Academe*. The large numbers of follow-up calls and letters to potential respondents and her care in handling the responses when they arrive enhance the quality of the data and increase the reliability of the inferences that one draws from them. On behalf of Committee Z, I am most grateful for her efforts. While it would be presumptuous of me to speak on their behalf, I believe anyone interested in higher education is also grateful.

The data in the Report are disseminated not only to our membership, but also through publication in the *Chronicle of Higher Education* to anyone directly concerned with our industry. Because I believe it is important that the general public understand more about the economics of this vital institution, for the last two years I have held press conferences for the general media at the time the Report appears. They have resulted in substantial exposure in widely read print media for the results of the survey and the conclusions based on them. More widespread dissemination of information about higher education will in the end improve the quality of our industry and enhance our own satisfaction with what we do.

This Report is based partly on suggestions made by Association members who commented on last year's report. It also benefited from suggestions for topics to highlight this year that were offered by members of Committee Z. Recent past members Ronald Ehrenberg (Economics, Cornell University) and Susan Vroman (Economics, Georgetown University), and current members—Charles Brown (Economics, University of Michigan-Ann Arbor), Mary Houska (Economics, Hollins College), David Palmer (Business Administration, University of Connecticut) and Craig Swan (Economics, University of Minnesota-Twin Cities)—along with our consultants Maryse Eymonerie and W. Lee Hansen (Economics, University of Wisconsin-Madison) helped to improve the Report and make it more useful for the Association and its membership. I thank them all and General Secretary Ernst Benjamin for their comments and their interest in the work of the Committee.

DANIEL S. HAMERMESH (Economics)
University of Texas at Austin
Chair, Committee Z on the Economic Status of the Profession

Notes

[1] The data for this report were collected, processed and tabulated for the American Association of University Professors by Maryse Eymonerie Associates of Hilton Head, South Carolina.

[2] For 1976–92 the data are earnings of male college graduates who are year-round full-time workers, available from the Bureau of the Census, *Current Population Reports*, P-60 series. For 1973–75 incomes of similar workers were prorated to make them comparable to earnings. Regrettably the necessary data on earnings for 1993 will not be available until fall 1994.

[3] See John Bound and George Johnson, "Changes in the Structure of Wages in the 1980s," *American Economic Review*, 82, June 1992, Table 1.

[4] See my "Salaries: Disciplinary Differences and Rank Injustices," *Academe*, May-June 1988.

[5] Albert Rees and Sharon P. Smith, *Faculty Retirement in the Arts and Sciences*. Princeton, NJ: Princeton University Press, 1991.

[6] Good data are not available for the U.S. after 1981, but earlier evidence for the U.S. is corroborated by more recent data for other countries, including for Canada by Garnett Picot and John Baldwin, "Patterns of Quits and Layoff in the Canadian Economy," *Canadian Economic Observor*, October 1990.

[7] Calculated from Boyan Jovanovic and Jacob Mincer, "Labor Mobility and Wages," in Sherwin Rosen, ed., *Studies in Labor Markets*. Chicago: University of Chicago Press, 1981.

[8] See Hamermesh, op. cit.

[9] This is based on chain-linking annual increases reported in various issues of the *Chronicle of Higher Education*.

[10] Such bloat is discussed by Barbara Bergmann, "Bloated Administration, Blighted Campuses," *Academe*, November–December 1991.

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Percentage Change in Salary Levels and Percentage Increases in Salary for Continuing Faculty, by Category, Affiliation, and Academic Rank, 1992–93 to 1993–94[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	SALARY LEVELS				CONTINUING FACULTY			
CATEGORY I (Doctoral-Level)								
Professor	3.0	2.8	3.5	4.1	3.9	3.8	4.1	4.6
Associate	3.0	3.1	2.8	3.4	4.4	4.3	4.5	4.6
Assistant	2.8	2.8	2.8	3.2	4.5	4.5	4.7	4.8
Instructor	3.2	3.5	1.5	1.7	4.1	4.0	4.8	4.4
All Comb.	3.0	2.9	3.2	3.6	4.2	4.1	4.3	4.6
CATEGORY IIA (Comprehensive)								
Professor	2.9	2.6	3.9	3.6	3.3	2.9	4.6	4.3
Associate	3.1	3.0	3.2	3.2	4.2	4.0	4.6	4.3
Assistant	3.2	3.2	3.3	3.0	4.7	4.6	4.9	4.8
Instructor	2.9	2.9	3.2	3.3	4.3	4.2	4.5	4.4
All Comb.	3.0	2.9	3.5	3.3	3.9	3.6	4.7	4.4
CATEGORY IIB (General Baccalaureate)								
Professor	3.2	2.7	3.2	3.6	4.3	3.8	4.5	4.4
Associate	3.1	2.9	3.1	3.2	4.6	4.1	5.0	4.7
Assistant	3.3	2.5	3.4	3.6	5.0	3.9	5.6	5.1
Instructor	3.3	3.5	4.1	2.9	4.6	3.5	5.5	5.1
All Comb.	3.2	2.8	3.3	3.5	4.6	3.9	4.9	4.7
CATEGORY III (Two-Year Colleges with Ranks)								
Professor	3.5	3.6	*	2.7	5.2	5.2	4.5	4.0
Associate	3.1	3.2	2.6	2.0	4.7	4.7	4.8	5.2
Assistant	2.2	2.2	1.4	3.8	5.0	5.0	5.6	6.4
Instructor	3.4	3.5	2.2	1.3	5.5	5.5	5.8	5.6
All Comb.	3.1	3.1	1.5	2.5	5.1	5.1	4.9	5.2
CATEGORY IV (Colleges without Ranks)								
No Rank	2.6	2.6	1.0	3.0	2.4	2.4	1.0	5.2
ALL CATEGORIES COMBINED EXCEPT IV								
Professor	3.0	2.8	3.5	3.7	3.8	3.6	4.3	4.4
Associate	3.1	3.1	3.0	3.2	4.4	4.2	4.7	4.5
Assistant	3.0	2.9	3.1	3.4	4.7	4.5	5.0	5.0
Instructor	3.2	3.3	2.9	2.8	4.5	4.4	5.1	4.8
All Comb.	3.0	2.9	3.3	3.4	4.2	4.0	4.5	4.6

[1]Samples include 1,898 and 1,424 institutions reporting comparable data both years, respectively. For definition of categories, see Explanation of Statistical Data preceding Appendix I. *Sample too small to be meaningful.

TABLE 2

Percentage of Institutions and Number of Faculty by Average Increase in Salary Levels, Affiliation, and Category, 1992–93 to 1993–94[1]

Percentage Increase	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	INSTITUTIONS				FACULTY MEMBERS			
6% and over	14.9	14.7	15.5	14.6	11.7	12.9	7.4	10.3
5% to 5.99	8.3	6.1	9.0	11.3	6.8	6.3	6.1	10.5
4% to 4.99	12.5	9.2	13.7	16.8	14.2	12.7	16.4	19.2
3% to 3.99	16.7	15.0	19.4	17.3	18.5	15.0	30.7	22.1
2% to 2.99	17.0	17.8	17.3	15.6	18.5	18.9	19.0	15.7
Below 2%	30.5	37.1	25.1	24.5	30.3	34.2	20.4	25.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	I	IIA	IIB	III&IV	I	IIA	IIB	III&IV
6% and over	8.4	16.6	13.8	21.0	7.7	16.0	10.7	20.2
5% to 5.99	7.3	6.5	9.9	7.2	6.2	6.1	9.4	7.3
4% to 4.99	16.8	10.6	14.4	9.7	18.8	8.4	14.6	12.3
3% to 3.99	22.3	15.6	16.4	12.8	20.0	16.0	19.0	14.6
2% to 2.99	17.3	20.2	16.3	13.2	19.7	18.4	17.6	14.9
Below 2%	27.9	30.5	29.2	36.1	27.6	35.1	28.6	30.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

[1]Sample includes 1,898 institutions. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 3

Percentage of Institutions and Number of Faculty by Average Increase in Salary for Continuing Faculty, by Affiliation and Category, 1992–93 to 1993–94[1]

Percentage Increase	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	INSTITUTIONS				FACULTY MEMBERS			
6% and over	21.8	19.1	26.2	22.0	17.9	17.9	17.1	19.1
5% to 5.99	13.9	10.3	17.1	16.5	13.0	9.5	22.6	18.4
4% to 4.99	22.0	19.1	22.7	26.0	23.5	20.3	29.7	32.2
3% to 3.99	18.8	19.1	18.5	18.7	18.9	19.5	17.3	17.6
2% to 2.99	10.1	14.5	4.9	8.0	11.9	15.1	3.4	6.9
Below 2%	13.4	17.9	10.5	8.9	14.8	17.8	9.9	5.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	I	IIA	IIB	III&IV	I	IIA	IIB	III&IV
6% and over	15.0	19.3	24.6	22.3	13.5	19.0	24.4	22.6
5% to 5.99	15.6	9.8	15.6	13.6	14.5	8.0	15.8	17.2
4% to 4.99	26.5	23.5	20.4	15.9	26.4	20.7	22.3	17.6
3% to 3.99	16.3	22.3	17.6	17.8	18.2	22.4	16.4	16.8
2% to 2.99	14.3	8.2	9.4	12.9	15.9	7.7	9.5	9.2
Below 2%	12.2	16.8	12.2	17.4	11.5	22.2	11.7	16.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

[1]Sample includes 1,424 institutions. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 4

Average Salary and Average Compensation Levels, by Category, Affiliation, and Academic Rank, 1993–94[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	SALARY				COMPENSATION			
CATEGORY I (Doctoral-Level)								
Professor	68,700	64,860	82,520	72,000	84,790	79,790	102,740	89,510
Associate	48,630	47,170	54,880	51,990	61,220	59,180	70,900	65,690
Assistant	41,130	39,860	46,230	43,440	51,860	50,190	58,770	54,300
Instructor	29,230	28,170	34,210	34,490	37,590	36,230	44,200	43,610
Lecturer	33,510	33,160	33,350	31,060	42,610	42,000	45,710	38,730
All Comb.	54,000	51,460	64,600	55,670	67,340	64,000	81,220	69,680
CATEGORY IIA (Comprehensive)								
Professor	56,450	55,690	59,610	58,200	70,560	69,580	75,010	72,320
Associate	45,070	44,660	46,150	46,090	56,950	56,510	58,310	57,840
Assistant	37,420	37,220	37,790	38,160	47,380	47,360	47,180	47,670
Instructor	28,760	28,440	29,920	30,160	36,580	36,350	37,570	37,400
Lecturer	28,530	28,150	29,860	34,350	36,560	36,210	37,110	42,900
All Comb.	45,410	45,000	47,100	46,130	57,170	56,730	59,220	57,570
CATEGORY IIB (General Baccalaureate))								
Professor	50,080	49,720	56,780	45,000	63,080	62,410	71,940	56,500
Associate	39,960	41,010	43,110	37,060	50,450	52,000	54,640	46,510
Assistant	33,450	34,320	35,690	31,490	41,960	43,770	44,780	39,090
Instructor	27,260	27,950	28,210	26,340	33,940	35,640	34,680	32,420
Lecturer	30,360	28,270	37,490	26,260	38,220	35,890	47,690	31,710
All Comb.	39,730	39,980	44,080	36,450	50,000	50,600	55,680	45,550
CATEGORY III (Two-Year Colleges with Ranks)								
Professor	48,670	49,120	38,190	32,240	61,890	62,500	47,600	40,000
Associate	40,550	41,030	33,170	28,860	51,810	52,520	40,740	35,410
Assistant	34,670	35,090	29,540	25,420	44,720	45,360	36,750	31,370
Instructor	29,630	29,960	24,910	21,620	38,320	38,840	30,720	26,360
Lecturer	25,890	26,090	19,600	27,500	34,430	34,780	23,920	33,850
All Comb.	39,240	39,730	31,240	27,100	50,250	50,960	38,710	33,370
CATEGORY IV (Colleges without Ranks)								
No Rank	39,990	40,110	27,860	25,680	49,600	49,770	31,980	32,180
ALL CATEGORIES COMBINED EXCEPT IV								
Professor	61,270	59,770	71,220	54,050	76,180	74,110	89,130	67,480
Associate	45,470	45,330	48,500	42,440	57,390	57,170	61,600	53,330
Assistant	37,870	37,960	40,110	35,010	47,850	48,140	50,540	43,600
Instructor	28,780	28,770	30,170	27,680	36,720	36,990	37,940	34,210
Lecturer	31,450	30,830	34,850	30,360	40,090	39,320	44,760	37,560
All Comb.	47,780	47,280	53,780	42,370	59,930	59,280	67,680	52,950

[1]Sample includes 2,278 institutions. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 5

Average Salary for Men and Women Faculty, by Category, Affiliation, and Academic Rank, 1993–94[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	MEN				WOMEN			
CATEGORY I (Doctoral-Level)								
Professor	69,480	65,590	83,580	72,670	62,500	59,090	74,310	66,490
Associate	49,410	47,930	55,900	52,980	46,360	44,940	52,130	49,370
Assistant	42,490	41,120	47,610	45,010	39,050	37,970	43,790	41,140
Instructor	30,480	29,270	34,810	35,680	28,420	27,500	33,660	33,460
Lecturer	36,040	35,550	38,580	33,200	31,300	31,060	32,650	29,290
CATEGORY IIA (Comprehensive)								
Professor	56,940	56,120	60,220	59,030	54,110	53,610	56,800	54,330
Associate	45,780	45,320	46,820	47,080	43,450	43,110	44,660	43,810
Assistant	38,340	38,710	38,440	39,710	36,310	36,060	37,050	36,940
Instructor	29,780	29,640	30,130	30,600	28,100	27,660	29,790	29,890
Lecturer	29,610	29,320	29,050	36,030	27,590	27,140	30,740	32,740
CATEGORY IIB (General Baccalaureate)								
Professor	50,570	50,060	57,370	45,530	47,950	48,140	54,300	42,640
Associate	40,610	41,400	43,850	37,830	38,740	40,190	41,820	35,650
Assistant	33,940	34,940	36,210	31,900	32,870	33,490	35,130	31,010
Instructor	27,820	28,790	28,470	26,790	26,870	27,320	28,020	26,050
Lecturer	30,980	29,680	38,510	26,070	29,890	27,250	36,830	26,460
CATEGORY III (Two-Year Colleges with Ranks)								
Professor	49,710	50,130	39,640	32,280	46,490	46,990	35,540	32,180
Associate	41,740	42,310	35,890	28,570	39,000	39,850	30,510	29,160
Assistant	35,710	36,030	31,880	24,650	33,620	34,120	27,580	25,930
Instructor	30,310	30,550	27,000	22,610	29,060	29,460	23,460	20,950
Lecturer	27,000	27,000	—	—	25,390	25,660	19,600	27,500
CATEGORY IV (Colleges without Ranks)								
No Rank	35,560	35,690	28,580	25,840	32,760	32,860	26,000	25,430
ALL CATEGORIES COMBINED EXCEPT IV								
Professor	62,380	60,760	72,660	55,080	55,200	54,270	62,970	49,000
Associate	46,450	46,210	49,700	43,620	43,180	43,280	45,850	39,970
Assistant	39,060	39,120	41,570	35,930	36,320	36,420	38,200	33,910
Instructor	29,700	29,770	30,830	28,270	28,140	28,070	29,690	27,280
Lecturer	33,400	32,770	37,110	31,590	29,800	29,190	32,950	29,250

[1]Sample includes 2,089 institutions providing data by gender. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 6

Average Salary, by Region, Category, and Academic Rank, 1993–94[1]

Academic Rank	NORTHEAST		NORTH CENTRAL		SOUTH			WEST	
	New England	Middle Atlantic	East N. Central	West N. Central	East S. Central	West S. Central	South Atlantic	Mountain	Pacific
CATEGORY I (Doctoral-Level)									
Professor	78,340	78,480	67,870	64,020	60,870	63,940	66,930	59,040	72,420
Associate	51,950	54,590	49,130	46,540	45,100	45,470	47,700	44,570	50,440
Assistant	44,580	44,630	41,150	39,940	38,830	39,520	40,380	38,670	42,600
Instructor	36,260	30,330	28,090	28,080	26,800	27,660	30,420	28,870	31,300
Lecturer	38,460	35,370	31,160	26,450	28,850	29,940	29,890	31,230	40,930
All Comb.	61,810	61,060	53,770	51,090	48,300	49,650	52,050	48,180	58,200
CATEGORY IIA (Comprehensive)									
Professor	61,680	63,070	54,900	51,170	49,730	50,240	53,190	59,280	59,460
Associate	48,500	50,010	44,630	41,980	40,890	41,300	42,370	47,320	46,740
Assistant	40,050	40,840	37,620	35,440	34,110	34,660	36,480	41,450	38,580
Instructor	31,970	32,500	28,460	27,940	26,790	26,610	28,380	34,270	31,540
Lecturer	38,490	32,300	27,790	24,820	24,120	25,390	29,650	28,550	30,780
All Comb.	50,440	50,580	44,470	41,270	40,040	39,320	42,280	46,830	51,650
CATEGORY IIB (General Baccalaureate)									
Professor	59,220	56,320	48,570	45,380	42,060	44,380	47,140	46,590	55,660
Associate	43,640	44,700	39,170	37,730	34,730	37,760	37,950	37,920	41,490
Assistant	36,550	36,130	32,170	32,090	30,330	32,590	32,000	32,330	35,140
Instructor	30,150	29,850	27,860	27,110	25,160	27,380	26,610	25,210	29,230
Lecturer	40,910	34,250	28,800	28,710	24,000	26,580	28,500	26,610	36,680
All Comb.	45,740	43,970	39,160	36,970	34,110	36,230	37,710	38,300	43,760
CATEGORY III (Two-Year Colleges with Ranks)									
Professor	42,770	54,800	48,970	45,340	41,380	44,580	46,660	37,420	50,770
Associate	34,500	45,140	42,230	38,140	34,720	39,290	38,320	33,480	45,160
Assistant	32,030	37,840	34,120	32,520	28,830	34,940	32,510	30,680	39,240
Instructor	30,390	30,720	30,010	29,710	26,480	29,680	27,250	27,850	36,420
Lecturer	24,330	26,730	25,430	—	—	23,380	25,210	26,080	24,720
All Comb.	38,120	44,050	40,350	37,600	31,940	36,020	37,310	31,400	42,040
CATEGORY IV (Colleges without Ranks)									
No Rank	32,350	24,630	40,510	35,800	30,750	34,800	30,030	33,780	47,350
ALL CATEGORIES COMBINED EXCEPT IV									
Professor	66,970	67,350	60,980	55,340	53,360	56,530	59,110	57,310	64,650
Associate	48,010	49,750	45,840	42,530	40,770	42,670	43,890	44,020	47,880
Assistant	40,060	40,290	38,170	35,840	34,420	36,250	36,710	38,200	40,120
Instructor	31,940	30,790	28,470	27,890	26,420	27,660	28,440	29,960	32,520
Lecturer	38,690	33,230	29,280	25,730	26,060	28,260	29,600	30,120	38,900
All Comb.	53,070	51,690	47,970	43,680	41,300	43,130	45,510	45,990	53,640

[1]Sample includes 2,270 institutions. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

New England: Connecticut, Maine, Massachusetts, New Hampshire, Vermont, and Rhode Island; *Middle Atlantic:* New Jersey, New York, and Pennsylvania; *East North Central:* Illinois, Indiana, Michigan, Ohio, and Wisconsin; *West North Central:* Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota; *East South Central:* Alabama, Kentucky, Mississippi, and Tennessee; *West South Central:* Arkansas, Louisiana, Oklahoma, and Texas; *South Atlantic:* Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; *Mountain:* Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; *Pacific:* Alaska, California, Hawaii, Oregon, and Washington.

TABLE 7

Average Compensation, by Region, Category, and Academic Rank, 1993–94[1]

Academic Rank	NORTHEAST New England	NORTHEAST Middle Atlantic	NORTH CENTRAL East N. Central	NORTH CENTRAL West N. Central	SOUTH East S. Central	SOUTH West S. Central	SOUTH South Atlantic	WEST Mountain	WEST Pacific
CATEGORY I (Doctoral-Level)									
Professor	97,640	98,660	83,790	78,800	74,230	78,510	81,630	72,250	89,330
Associate	66,210	70,380	61,690	58,240	55,510	56,990	59,810	55,440	63,420
Assistant	57,100	57,530	51,920	49,880	47,670	49,660	50,660	48,370	53,490
Instructor	46,270	39,900	36,550	35,520	33,380	34,490	38,970	37,010	41,800
Lecturer	49,600	46,480	39,950	33,110	35,910	38,630	37,500	38,840	50,680
All Comb.	77,850	77,700	67,040	63,390	59,190	61,680	64,410	59,540	72,390
CATEGORY IIA (Comprehensive)									
Professor	78,170	79,930	68,590	63,130	61,490	61,700	66,210	72,410	74,730
Associate	62,060	64,180	56,610	52,180	50,670	51,340	53,500	58,490	59,820
Assistant	51,410	52,740	47,880	44,120	42,440	43,090	45,790	51,780	49,840
Instructor	41,250	42,430	35,980	35,110	33,530	33,450	36,330	44,220	41,220
Lecturer	48,720	41,730	35,820	32,070	30,090	34,120	36,970	35,330	38,640
All Comb.	64,310	64,710	56,100	51,230	49,660	48,780	52,890	58,020	65,440
CATEGORY IIB (General Baccalaureate)									
Professor	75,310	71,940	61,760	56,860	52,090	55,020	58,370	57,820	69,880
Associate	55,680	57,260	49,690	46,780	43,180	46,950	47,160	47,630	52,,880
Assistant	46,350	46,070	41,390	39,710	37,130	40,570	39,570	40,950	44,590
Instructor	37,200	37,670	34,420	33,560	30,930	34,410	32,750	33,400	36,920
Lecturer	51,890	44,320	35,160	36,520	28,440	34,080	35,430	33,170	45,150
All Comb.	58,170	56,160	49,540	46,050	42,130	45,110	46,740	48,230	55,250
CATEGORY III (Two-Year Colleges with Ranks)									
Professor	54,940	70,220	61,530	54,430	50,290	54,770	60,480	49,240	64,480
Associate	44,770	58,570	53,890	46,600	42,380	48,590	49,480	44,600	58,330
Assistant	41,920	49,610	44,380	40,140	35,670	43,660	41,990	41,200	51,030
Instructor	39,680	40,780	38,760	36,510	32,440	37,420	35,490	37,230	47,440
Lecturer	33,250	35,720	32,240	—	—	30,530	32,490	37,710	35,550
All Comb.	49,260	57,140	51,470	45,780	39,130	44,830	48,280	41,860	54,300
CATEGORY IV (Colleges without Ranks)									
No Rank	41,670	31,800	51,190	45,650	37,650	42,610	37,690	41,100	55,560
ALL CATEGORIES COMBINED EXCEPT IV									
Professor	84,230	85,210	75,790	68,320	65,480	69,480	72,850	70,280	80,540
Associate	61,330	64,020	57,860	53,020	50,310	53,250	55,100	54,840	60,770
Assistant	51,290	51,970	48,310	44,590	42,490	45,290	46,080	47,960	51,060
Instructor	40,760	40,290	36,290	34,870	32,740	34,750	36,320	39,040	42,600
Lecturer	49,680	43,490	37,620	32,950	32,390	36,820	37,030	37,780	48,360
All Comb.	67,300	66,350	60,180	54,210	50,870	53,580	56,710	57,120	67,380

[1]See footnote to Table 6.

TABLE 8

Percentage of Individual Faculty Members, by Salary Class Interval and Academic Rank, 1993–94[1]
(Percentage Cumulated Downward)

Salary Interval *(in thousands)*	Professor	Associate	Assistant	Instructor	Lecturer	No Rank	All Combined
$130.0 and over	0.5	–	–	–	–	0.8	0.2
120.0 and over	1.0	–	–	–	–	0.8	0.4
110.0 and over	1.8	0.1	–	–	–	0.8	0.7
100.0 and over	3.4	0.1	–	0.1	–	0.8	1.3
90.0 and over	6.0	0.3	0.1	0.1	–	0.8	2.3
80.0 and over	10.8	0.7	0.2	0.1	0.1	0.8	4.3
70.0 and over	19.7	2.0	0.6	0.1	0.2	1.4	8.0
60.0 and over	44.4	7.2	2.4	0.3	1.1	1.9	19.1
55.0 and over	55.7	14.2	4.5	0.6	2.0	2.2	25.7
54.0 and over	58.3	16.0	5.1	0.7	2.2	2.9	27.3
53.0 and over	61.0	18.0	5.8	0.8	2.5	4.3	29.1
52.0 and over	64.1	20.0	6.5	0.9	2.7	4.9	31.0
51.0 and over	66.8	22.2	7.4	1.3	2.9	5.5	32.9
50.0 and over	70.3	24.8	8.5	1.6	3.3	6.9	35.2
49.0 and over	73.1	27.5	9.6	1.8	3.6	8.1	37.3
48.0 and over	76.0	31.5	10.9	1.9	4.2	11.4	39.8
47.0 and over	78.8	34.5	12.2	2.0	4.8	15.4	42.1
46.0 and over	81.5	37.8	13.9	2.4	6.2	18.1	44.5
45.0 and over	84.1	42.3	15.9	2.8	8.1	19.6	47.3
44.0 and over	86.5	46.4	19.0	3.4	9.4	22.1	50.2
43.0 and over	88.8	51.0	21.3	3.7	10.1	24.7	53.0
42.0 and over	90.7	55.5	24.1	4.4	11.4	27.7	55.8
41.0 and over	92.6	60.5	27.0	5.1	12.6	29.8	58.8
40.0 and over	94.3	65.4	30.5	5.9	13.9	32.2	61.7
39.0 and over	95.6	70.6	34.4	7.2	15.0	34.1	64.8
38.0 and over	96.7	75.1	39.1	9.0	16.8	36.9	67.9
37.0 and over	97.5	79.7	43.5	10.5	19.0	39.5	70.8
36.0 and over	98.1	83.9	49.3	12.6	22.3	42.7	73.9
35.0 and over	98.6	87.7	55.3	15.2	26.1	45.8	77.0
34.0 and over	99.0	90.9	61.7	17.9	28.7	48.4	80.0
33.0 and over	99.2	93.5	68.2	22.1	32.0	50.8	82.9
32.0 and over	99.4	95.5	74.5	27.1	35.4	54.7	85.6
31.0 and over	99.7	97.0	80.5	32.2	39.9	59.6	88.2
30.0 and over	99.8	98.1	86.3	38.7	47.3	63.5	90.7
29.0 and over	99.8	98.8	90.1	45.0	51.3	68.2	92.4
28.0 and over	99.9	99.2	93.6	51.7	56.1	75.1	94.0
27.0 and over	99.9	99.5	96.0	59.2	60.3	78.8	95.3
26.0 and over	99.9	99.7	97.4	65.9	64.7	81.7	96.3
25.0 and over	99.9	99.8	98.4	73.6	70.5	85.2	97.2
24.0 and over	99.9	99.9	99.0	80.3	76.2	87.9	97.9
23.0 and over	100.0	100.0	99.4	85.1	82.0	89.7	98.5
22.0 and over	100.0	100.0	99.7	89.7	87.3	91.4	98.9
21.0 and over	100.0	100.0	99.8	92.7	90.4	92.8	99.2
20.0 and over	100.0	100.0	99.9	95.4	92.3	95.8	99.5
19.0 and over	100.0	100.0	99.9	96.6	94.5	97.0	99.6
18.0 and over	100.0	100.0	99.9	98.2	95.8	97.6	99.8
17.0 and over	100.0	100.0	99.9	98.7	96.5	98.2	99.8
16.0 and over	100.0	100.0	100.0	99.1	97.8	98.7	99.9
15.0 and over	100.0	100.0	100.0	100.0	100.0	100.0	100.0

[1]Sample includes 1,241 institutions providing data on individual salaries. Dash (–) for no one in class interval.

TABLE 9

Percentile Distribution of Institutions by Average Salary and Average Compensation, by Category and Academic Rank, 1993–94[1]

Rating:	1*		1		2		3		4	
Percentile:	95	90	80	70	60	50	40	30	20	10
					SALARY					
CATEGORY I (Doctoral-Level)										
Professor	88,170	80,180	75,330	72,080	68,420	66,340	63,260	60,430	58,010	54,020
Associate	58,400	56,190	53,640	51,580	49,560	48,000	47,270	45,030	43,700	42,200
Assistant	49,560	47,000	44,720	43,070	42,050	40,730	39,880	38,700	37,550	36,580
Instructor	41,230	39,760	36,920	34,900	32,700	30,210	28,740	27,750	26,010	24,950
CATEGORY IIA (Comprehensive)										
Professor	70,230	66,760	60,480	57,520	54,240	52,180	50,110	48,280	45,970	43,560
Associate	54,540	52,570	48,040	46,020	44,190	42,710	41,720	40,480	38,820	36,400
Assistant	44,460	42,500	40,390	38,770	37,470	36,230	35,120	34,120	32,910	31,410
Instructor	37,940	35,890	33,490	32,000	30,500	29,320	28,000	27,060	25,630	23,980
CATEGORY IIB (General Baccalaureate)										
Professor	64,240	57,960	52,360	49,370	46,910	44,340	42,260	39,880	37,010	33,730
Associate	49,240	45,820	42,450	40,500	39,070	37,350	35,840	34,040	32,100	29,830
Assistant	40,150	37,700	35,560	34,290	33,060	31,760	30,610	29,560	28,340	26,530
Instructor	34,000	32,650	30,500	29,050	27,800	26,850	25,980	25,000	23,870	22,500
CATEGORY III (Two-Year Colleges with Ranks)										
Professor	58,610	55,920	52,270	48,840	46,020	43,710	42,290	40,540	38,350	34,050
Associate	50,500	47,290	43,960	41,620	39,140	37,770	36,170	34,970	33,090	29,510
Assistant	42,100	39,280	36,690	35,060	33,590	32,600	31,720	30,510	29,030	26,380
Instructor	36,710	33,850	31,620	30,000	28,830	28,050	27,240	26,240	25,340	22,870
CATEGORY IV (Colleges without Ranks)										
No Rank	52,020	48,130	43,540	39,430	36,000	34,060	31,730	30,250	28,680	26,780
					COMPENSATION					
CATEGORY I										
Professor	110,410	99,550	94,510	88,830	85,140	81,660	78,290	75,030	71,380	65,840
Associate	74,760	72,220	68,010	65,280	62,570	60,780	58,100	56,440	54,600	52,070
Assistant	63,550	59,950	56,650	54,490	52,550	50,940	49,840	48,600	47,090	45,050
Instructor	54,470	51,270	46,870	44,480	42,100	39,420	36,610	34,940	33,160	31,370
CATEGORY IIA										
Professor	88,650	84,240	76,170	72,410	68,630	65,160	62,910	60,170	57,030	53,480
Associate	70,670	67,720	61,600	58,450	56,110	54,140	52,480	50,250	48,370	44,710
Assistant	57,580	55,410	51,730	49,570	47,350	46,010	44,500	42,920	41,140	39,220
Instructor	48,990	46,610	43,450	41,370	39,410	37,290	35,560	34,020	31,980	29,800
CATEGORY IIB										
Professor	82,040	74,100	66,090	62,300	58,330	55,200	51,980	48,730	45,330	41,180
Associate	63,920	58,790	53,710	51,200	48,890	46,760	44,450	41,970	39,500	36,640
Assistant	50,890	48,170	45,210	41,890	41,060	39,630	38,080	36,260	34,630	32,660
Instructor	43,540	40,550	38,180	36,460	34,510	33,320	31,880	30,850	29,040	26,990
CATEGORY III										
Professor	74,450	71,940	67,050	62,330	58,460	55,420	53,010	50,670	47,660	41,530
Associate	64,890	61,590	56,800	53,050	50,340	48,280	46,060	44,310	41,230	37,610
Assistant	53,430	51,420	47,600	45,080	43,690	42,190	40,750	38,960	36,750	32,780
Instructor	47,780	43,630	41,220	39,350	37,710	36,320	35,150	33,710	31,940	28,570
CATEGORY IV										
No Rank	63,740	60,260	55,710	49,500	45,270	42,330	39,720	37,590	35,800	33,080

[1]Interpretation of the Ratings: 1*=95th percentile; 1=80th; 2=60th; 3=40th; 4=20th. Average lower than the 20th percentile will be rated 5.

TABLE 10

Average Institutional Cost of Major Fringe Benefits Per Faculty and Average Cost for Faculty Receiving Specific Benefits, in Dollars and as a Percentage of Average Salary, by Affiliation, Category, and Itemized Benefits, 1993–94 (All Ranks Combined)

Itemized Benefits	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	IN DOLLARS				AS A PERCENTAGE			
AVERAGE PER FACULTY								
Retirement	4,726	5,013	4,636	3,283	9.9	10.6	8.6	7.8
Medical Insurance	3,132	3,224	3,250	2,470	6.6	6.8	6.1	5.8
Disability	118	106	157	131	0.3	0.2	0.3	0.3
Tuition	356	100	1,033	834	0.8	0.2	1.9	2.0
Dental Insurance	128	144	109	65	0.3	0.3	0.2	0.2
Social Security	2,980	2,810	3,638	3,022	6.3	6.0	6.8	7.1
Unemployment Comp.	100	81	159	126	0.2	0.2	0.3	0.3
Group Life	143	125	207	150	0.3	0.3	0.4	0.4
Worker's Comp.	293	288	340	292	0.6	0.6	0.6	0.7
Benefits in Kind	154	101	362	162	0.3	0.2	0.7	0.4
All Combined	12,135	11,994	13,892	10,535	25.5	25.4	25.9	24.9
AVERAGE FOR FACULTY RECEIVING SPECIFIC BENEFITS								
Retirement	4,849	5,048	4,933	3,566	10.2	10.7	9.2	8.4
Medical Insurance	3,253	3,297	3,466	2,704	6.8	7.0	6.5	6.4
Disability	184	191	184	159	0.4	0.4	0.3	0.4
Tuition	3,987	1,541	7,771	5,178	8.4	3.3	14.5	12.2
Dental Insurance	360	375	307	275	0.8	0.8	0.6	0.7
Social Security	3,354	3,316	3,664	3,107	7.0	7.0	6.8	7.3
Unemployment Comp.	135	106	215	194	0.3	0.2	0.4	0.5
Group Life	180	168	224	176	0.4	0.4	0.4	0.4
Worker's Comp.	353	355	372	319	0.7	0.8	0.7	0.8
Benefits in Kind	840	512	1,986	1,524	1.8	1.0	3.7	3.6
All Combined	17,495	14,909	23,122	17,202	36.7	31.6	43.1	40.7

	I	IIA	IIB	III	IV	I	IIA	IIB	III	IV
AVERAGE PER FACULTY										
Retirement	5,588	4,409	3,299	4,221	3,678	10.4	9.7	8.3	10.8	9.2
Medical Insurance	3,249	3,136	2,626	3,482	3,617	6.0	6.9	6.6	8.9	9.0
Disability	127	118	116	78	150	0.2	0.3	0.3	0.2	0.4
Tuition	378	263	609	99	21	0.7	0.6	1.5	0.3	0.1
Dental Insurance	134	154	64	123	37	0.3	0.3	0.2	0.3	0.1
Social Security	3,102	3,017	2,834	2,506	1,327	5.8	6.6	7.1	6.4	3.3
Unemployment Comp.	99	95	120	88	149	0.2	0.2	0.3	0.2	0.4
Group Life	143	141	154	126	150	0.3	0.3	0.4	0.3	0.4
Worker's Comp.	317	299	273	245	444	0.6	0.7	0.7	0.6	1.1
Benefits in Kind	189	138	155	35	50	0.4	0.3	0.4	0.1	0.1
All Combined	13,326	11,769	10,250	11,003	9,623	24.7	25.9	25.8	28.2	24.1
AVERAGE FOR FACULTY RECEIVING SPECIFIC BENEFITS										
Retirement	5,667	4,521	3,531	4,259	3,703	10.5	10.0	8.9	10.9	9.3
Medical Insurance	3,337	3,254	2,824	3,605	3,659	6.2	7.2	7.1	9.2	9.1
Disability	203	182	154	154	212	0.4	0.4	0.4	0.4	0.5
Tuition	4,463	3,035	5,872	1,049	399	8.3	6.7	14.8	2.7	1.0
Dental Insurance	299	491	275	376	316	0.6	1.1	0.7	1.0	0.8
Social Security	3,698	3,265	2,951	2,859	2,425	6.8	7.2	7.4	7.3	6.1
Unemployment Comp.	118	131	187	161	212	0.2	0.3	0.5	0.4	0.5
Group Life	182	181	185	158	180	0.3	0.4	0.5	0.4	0.5
Worker's Comp.	358	370	323	321	542	0.7	0.8	0.8	0.8	1.4
Benefits in Kind	877	736	1,029	498	821	1.6	1.6	2.6	1.3	2.1
All Combined	19,202	16,166	17,331	13,440	12,469	35.6	35.6	43.7	34.4	31.2

Notes: For the purpose of the survey, the Social Security tax has been calculated at 6.2% of the first $56,700 for OASDI plus 1.45% of the first $35,000 for the medicare portion; retirement contribution by the institution (or state) is included regardless of the plan's vesting provision; tuition includes both waivers and remissions; dental insurance might be somewhat underestimated because a number of institutions report cost of the insurance under "medical." Similarly, the medical insurance might be somewhat overestimated because dental cost is sometimes included in the amount reported. For the majority, benefits in kind include moving expenses, housing, and other benefits with cash options. In the case of public institutions in Texas, it also includes the portion of the employee's contribution to Social Security which is paid by the state (5.85% of the first $16,500 of salary). For more details of major fringe benefits see Explanation of Statistical Data preceding Appendix I. Averages for All Combined may not add up because of rounding. Sample includes 2,274 institutions.

TABLE 11

Percentage of Full-Time Faculty on Tenure-Track Appointments, by Affiliation, Academic Rank, and Gender, 1993–94[1]

Academic Rank	All Comb.	Public	Private Ind.	Church-Rel.	All Comb.	Public	Private Ind.	Church-Rel.	All Comb.	Public	Private Ind.	Church-Rel.
		ALL COMBINED				MEN				WOMEN		
Professor	98.5	98.7	98.3	97.9	98.7	98.8	98.5	98.1	97.9	98.1	97.5	96.9
Associate	98.0	98.8	96.0	95.9	98.9	99.9	96.5	96.2	95.7	96.0	95.1	95.2
Assistant	86.5	87.7	85.2	82.5	87.4	88.5	87.0	82.9	95.4	86.7	82.9	82.0
Instructor	37.6	37.2	36.2	41.3	39.8	39.7	37.0	41.8	36.1	35.4	35.6	41.0
Lecturer	4.0	3.4	6.7	5.8	5.2	4.9	7.1	5.9	3.0	2.2	6.4	5.6
No Rank	26.9	18.7	37.5	50.0	31.6	21.9	44.6	52.9	20.9	14.8	28.5	45.1
All Combined	89.0	89.1	89.4	87.7	92.5	92.9	92.5	90.6	80.9	80.4	82.1	82.1

[1]Sample includes 1,603 institutions reporting tenure-track information.

TABLE 12

Percentage of Faculty with Tenure Status, by Affiliation, Academic Rank, and Gender, 1993–94[1]

Academic Rank	All Comb.	Public	Private Ind.	Church-Rel.	All Comb.	Public	Private Ind.	Church-Rel.	All Comb.	Public	Private Ind.	Church-Rel.
		ALL COMBINED				MEN				WOMEN		
Professor	96.7	97.3	96.3	93.4	96.9	97.4	96.6	93.9	95.7	96.5	94.9	91.2
Associate	83.7	85.9	78.4	78.2	84.7	86.9	78.9	79.4	81.5	83.6	77.4	75.5
Assistant	16.0	18.1	7.6	14.8	15.7	17.6	7.8	14.8	16.4	18.9	7.3	14.7
Instructor	5.6	6.6	1.7	2.7	7.2	8.6	1.9	2.8	4.6	5.2	1.5	2.6
Lecturer	2.4	2.6	1.5	1.4	3.5	3.9	1.8	1.5	1.5	1.6	1.3	1.4
No Rank	19.6	13.7	28.7	28.7	24.0	16.8	35.1	34.1	13.9	9.8	20.7	19.6
All Combined	63.7	65.2	61.8	57.1	71.1	72.6	69.2	64.4	46.8	48.1	44.5	42.3

[1]See note to Table 11.

TABLE 13

Percentage Distribution of Faculty by Rank, Category, and Affiliation, 1993–94[1]

	CATEGORY I				CATEGORY IIA				CATEGORY IIB			
Academic Rank	All Comb.	Public	Private Ind.	Church-Rel.	All Comb.	Public	Private Ind.	Church-Rel.	All Comb.	Public	Private Ind.	Church-Rel.
Professor	41.5	40.6	46.8	35.2	34.9	36.0	33.3	29.7	29.3	28.7	31.3	28.4
Associate	28.1	28.7	24.2	32.6	27.7	26.5	31.3	31.1	28.1	27.8	28.2	28.3
Assistant	23.4	23.5	22.3	26.0	28.1	27.5	27.7	32.7	32.0	30.9	30.6	33.6
Instructor	3.4	3.7	2.6	2.8	6.1	6.6	4.7	5.1	7.2	8.9	4.9	7.9
Lecturer	3.0	2.9	3.4	2.7	2.3	2.7	1.1	0.9	1.1	2.0	1.0	0.6
No Rank	0.6	0.6	0.6	0.7	0.9	0.8	2.0	0.6	2.2	1.4	4.0	1.3
All Combined	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

[1]Sample includes: 189, 491, and 704 categories I, IIA, and IIB, respectively.

TABLE 14

Percentage Distribution of Full-time Faculty by Category, Academic Rank, and Gender, 1993–94[1]

Category	All Combined		I		IIA		IIB		III	
Academic Rank	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Professor	30.8	5.6	36.8	4.7	28.8	6.1	23.9	5.5	19.3	9.2
Associate	19.5	8.4	20.7	7.3	19.3	8.4	18.4	9.8	15.0	11.5
Assistant	15.0	11.5	14.2	9.2	15.4	12.7	17.2	14.7	13.2	13.1
Instructor	2.5	3.6	1.3	2.1	2.4	3.7	3.0	4.3	8.1	9.5
Lecturer	1.0	1.2	1.4	1.6	1.1	1.2	0.5	0.7	0.3	0.6
No Rank	0.5	0.4	0.3	0.3	0.5	0.4	1.4	0.7	0.1	0.2
All Combined	69.3	30.7	74.9	25.1	67.5	32.5	64.4	35.6	56.0	44.0

[1]Sample includes 1,734 institutions. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 15

Number and Percentage of Full-time Faculty, Average Salary, Average Compensation, Average Fringe Benefits, and Percentage of Tenured Faculty, by Category and Academic Rank, 1993–94[1]

Category or Rank	Number of Faculty	Percentage of Faculty	Average Salary	Average Comp.	Average Benefits	Benefits as % Salary	Percentage Tenured
I	146,118	38.7	53,986	67,303	13,317	24.7	67.0
IIA	104,676	27.7	45,421	57,180	11,759	25.8	62.3
IIB	54,760	14.5	39,664	49,912	10,248	25.8	57.0
III	28,811	7.6	29,069	50,072	11,003	28.2	63.8
IV	43,131	11.4	39,988	49,601	9,613	24.0	69.3
All Combined	377,496	100.0	46,796	57,201	10,405	22.2	64.3
INSTITUTIONS WITH ACADEMIC RANKS (CATEGORIES I THROUGH III)							
Professor	121,435	36.3	61,142	76,022	14,880	24.3	96.7
Associate	93,085	27.8	45,412	57,319	11,907	26.2	83.7
Assistant	88,676	26.5	37,806	47,767	9,961	26.3	16.0
Instructor	20,377	6.1	28,749	36,675	7,926	27.6	5.6
Lecturer	7,564	2.3	31,418	40,062	8,644	27.5	2.4
No Rank	3,228	1.0	34,866	43,988	9,123	26.2	19.6
All Combined	334,365	100.0	47,674	59,801	12,127	25.4	63.7

[1]For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 16

Number of Institutions Surveyed and Number of Institutions Participating by Category and Affiliation, 1993–94

	Number Surveyed				Number Participating				
Category	All Combined	Public	Private Independent	Church-Related	All Combined	Percent Part.	Public	Private Independent	Church-Related
I	202	138	48	16	189	93.6	135	42	12
IIA	513	271	140	102	491	95.7	261	131	99
IIB	840	136	286	418	704	88.1	118	229	357
III	418	350	45	23	349	83.5	303	30	16
IV	587	547	25	15	545	92.7	523	15	7
All Combined	2,560	1,442	544	574	2,278	89.0	1,340	447	491

TABLE 17

Number of Full-time Faculty and Average Salary Levels in Preclinical Departments of Medical Schools, by Department, Affiliation, and Academic Rank, 1993–94 (Data on 12-Month Basis-Average Salary Rounded to Nearest $100)

	Professor		Associate		Assistant		Instructor	
Department	No. of Faculty	Average Salary	No. of Faculty	Average Salary	No. of Faculty	Average Salary	No. of Faculty	Average Salary
PUBLIC								
Anatomy	410	82,800	371	59,700	267	47,100	35	37,700
Biochemistry	441	87,300	228	59,000	238	46,800	23	33,800
Microbiology	375	86,300	264	59,600	235	47,600	23	34,500
Pharmacology	359	86,100	242	62,600	244	48,400	40	32,800
Physiology	480	84,500	271	61,400	224	48,200	24	32,000
Other Basic Sciences	191	92,100	160	63,400	170	54,500	34	37,300
All Combined	2,256	86,000	1,536	67,700	1,378	48,500	179	34,900
PRIVATE								
Anatomy	183	90,300	236	64,900	192	48,800	23	34,800
Biochemistry	271	91,500	151	64,400	236	48,800	35	31,600
Microbiology	188	94,500	154	66,900	175	54,100	29	38,500
Pharmacology	204	96,500	125	62,300	150	51,400	30	33,000
Physiology	207	95,600	171	64,300	172	50,700	22	39,700
Other Basic Sciences	225	101,900	195	69,900	268	57,400	34	43,400
All Combined	1,278	95,000	1,032	65,600	1,193	52,100	173	36,800
PUBLIC AND PRIVATE COMBINED								
Anatomy	593	85,100	607	61,700	459	47,800	58	36,600
Biochemistry	712	88,900	399	61,200	474	47,800	58	32,400
Microbiology	563	89,000	418	62,300	410	50,400	52	36,700
Pharmacology	563	89,900	367	62,500	394	49,500	70	32,900
Physiology	687	87,800	442	62,600	396	49,300	46	35,700
Other Basic Sciences	416	97,400	355	67,000	438	56,300	68	40,400
All Combined	3,534	89,200	2,568	62,700	2,571	50,200	352	35,800

Source: Association of American Medical Colleges. Data are reported for all faculty (M.D., Other Doctoral, and Non-Doctoral).

EXPLANATION OF STATISTICAL DATA

Instructional Faculty. The instructional faculty is defined as those members of the instructional/research staff who are employed on a full-time basis and whose major regular assignment is instruction, including those with released time for research. Institutions are asked to exclude (1) instructional faculty who are employed to teach less than two semesters, three quarters, two trimesters, or two four-month sessions, (2) instructional faculty in preclinical and clinical medicine, (3) instructional faculty who are employed on a part-time basis, (4) administrative officers with titles such as dean of students, librarian, registrar, coach, etc., even though they may devote part of their time to classroom instruction and may have faculty status, (5) undergraduate or graduate students who assist in the instruction of courses, but have titles such as teaching assistant, teaching fellow, etc., (6) faculty on leave without pay, and (7) replacement of faculty on sabbatical leave.

Salary. This figure represents the contracted salary excluding summer teaching, stipends, extra load, or other form or remuneration. Where faculty members are given duties for eleven or twelve months, salary is converted to a standard academic-year basis by applying a factor or 9/11 or 81.8 percent or by the official factor used in a publicly announced formula which is reflected in a footnote in the Appendix Tables of this report.

Major Fringe Benefits. In general, the major fringe benefits include those where the institution (or state) makes a definite payment of a specified amount on behalf of and for the benefit of the individual faculty member. The major benefits include the institution's (or state's) contribution for: (1) Social Security (rate effective January 1, 1993, used), (2) retirement contributions (the employer's contributions are included regardless of the plan's vesting provision), (3) medical insurance, (4) dental insurance; (5) life insurance, (6) disability income protection, (7) unemployment compensation, (8) worker's compensation, (9) tuition for faculty children (both waivers and remission are included), (10) other benefits in kind with cash alternatives (for the majority, these include benefits such as moving expenses, housing, cafeteria plans or cash options to certain benefits, bonuses, etc.). In the cases of Texas public four-year institutions, it also includes the portion of the employee's contribution to Social Security which is paid by the state or 5.85 percent of the first $16,500 of salary. Since the objective of the study is the measurement of income available for personal consumption, as distinct from professional purposes, benefits of a professional nature (such as convention travel, membership fees, grading assistance, faculty clubs, etc.) are not included.

Compensation. Compensation represents salary plus the institution's (or state's) contribution to major fringe benefits.

Rating of Average Salary and Average Compensation. The rating is based on the actual distribution of average salaries and/or average compensations for comparable institutions. For definition of comparable institutions, see definition of categories and the explanation of ratings in Column (2) (below).

Definition of Categories:

Category I (Doctoral-Level Institutions). These are institutions characterized by a significant level and breadth of activity in and commitment to doctoral-level education as measured by the number of doctorate recipients and the diversity in doctoral-level program offerings. Included in this category are those institutions which grant a minimum of thirty doctoral-level degrees annually. These degrees must be granted in three or more unrelated disciplines.

Category IIA (Comprehensive Institutions). These institutions are characterized by diverse post-baccalaureate programs (including first professional), but do not engage in significant doctoral-level education. Specifically, this category includes institutions not considered specialized schools in which the number of doctoral-level degrees granted is fewer than thirty or in which fewer than three unrelated disciplines are offered. In addition, these institutions must grant a minimum of thirty post-baccalaureate degrees and either grant changes in three post-baccalaureate programs or, alternatively, have an interdisciplinary program at the post-baccalaureate level.

Category IIB (General Baccalaureate). These institutions are characterized by their primary emphasis on general undergraduate baccalaureate-level education. These institutions are not significantly engaged in post-baccalaureate education. Included in this category are institutions which are not considered as specialized and in which the number of post-baccalaureate degrees granted is fewer than thirty or in which fewer than three post-baccalaureate degrees in three or more programs areas, or (b) offer a baccalaureate program in interdisciplinary studies.

Category III (Two-year Institutions without Academic Ranks). These institutions confer at least 75 percent of their degrees and awards for work below the bachelor's degree.

Category IV (Institutions without Academic Ranks). The majority of these institutions are two-year colleges (see definition of Category III) but do not utilize academic ranks. This category also includes a few general baccalaureate institutions which do not use academic ranks. These institutions are listed in Appendix II of this report.

Definition of data presented in Appendixes I and II:

Col. (1) Institution's category—The definition of categories is given above.

Col. (2) Ratings of Average Salary–Each rating represents the percentile interval in which the institution's average salary in a given rank lies (1* = 95th percentile or above, 1 = 80th percentile to 94.9 percent, etc.) An average salary lower than the 20th percentile is rated 5. The ratings have been assigned using the actual average salary which is then rounded to the nearest hundred for

publication in Col. (3).

Col. (3) Average Salary by Rank and for All Ranks Combined—This figure represents the average contracted salary (adjusted to a standard academic-year basis, when necessary) excluding summer teaching, extra loads, etc., which has been rounded to the nearest hundred dollars; an entry of 43.3 would average for an average salary between $43,250 and $43,349. The All ranks (AR) figure includes the rank of lecturer and the category No Rank which are not displayed in Appendix I.

Col. (4) Rating of Average Compensation—Same definition as that given for Col. (2) above, but for compensation which is salary plus fringe benefits.

Col. (5) Average Compensation by Rank and for All Ranks Combined—This figure represents the average salary plus average fringe benefits and, as for average salary, the figure has been rounded to the nearest hundred dollars.

Col. (6) Benefits as a Percentage of Average Salary—This percentage, which has been rounded to the nearest unit, represents the overall percentage of fringe benefits as a percentage of average salary for all ranks combined. Major fringe benefits are the institution's (or state's) contribution excluding employee's contribution.

Col. (7) Percentage of Tenured Faculty—This figure represents the percentage of tenured faculty in a given rank.

Col. (8) Percentage Increase in Salary for Continuing Faculty—The percentage increase in salary shown here is that for continuing faculty or faculty members remaining on staff in 1993–94. This figure represents an increase in salary for individuals as opposed to a percentage change in salary levels for a given rank from 1992–93 to 1993–94. For the purpose of reporting this information, the institution is asked to provide data by rank but to report, in the case of promotion, the individual in the rank held in 1992–93. Therefore, the increase shown is that of individuals in the rank held during the 1992–93 academic year. This figure reflects across-the-board, merit increase, promotion and/or other salary increments.

Col (9) Number of Faculty members by Rank and by Gender—This number represents the total number of full-time faculty in a given rank.

Col (10) Average Salary by Rank and by Gender—These figures, like those in Col. (3), have been rounded to the nearest hundred dollars. The average is not shown and is replaced by dashes when the number of individuals in a given rank and/or gender is five or fewer.

Cautionary Notes

With the exception of the number of faculty members shown in Col. (9), other data are not in any given rank and/or gender when the number of individuals is five or fewer. This policy was adopted to protect the confidentiality of individual salaries and because an average with so few individuals could be misleading when used for comparison purposes. In such cases, dashes appear in the affected columns.

Average Salary and Average Compensation are likely to be affected by a number of peripheral influences. For example, an institution may use a high proportion of part-time graduate assistants whose compensation is not included in the average figures for full-time faculty. Figures for these institutions, therefore, overstate the typical remuneration of those who carry the teaching burden. Average figures for small institutions may also be influenced by the fact that in a given year a relatively large number of higher paid faculty may be on leave without pay or may have retired. In addition, actual improvements in the economic well-being of the faculty may be concealed in any given year by promotions, which can exercise a double-edged effect upon the average reported in both the higher and lower ranks. The differences between men's and women's salary levels may sometimes be attributed to the relatively large proportion of men in a given rank and other factors affecting salary levels. Unfortunately, we have found no feasible way to make appropriate adjustments for these occurrences and can only warn the reader to keep these points in mind when using these data (see Table 5).

Institutional footnote numbers are given in the Appendix Tables between the name of the institution and its category. The footnotes for both Appendix I (institutions with academic ranks) and Appendix II (institutions without ranks) are listed at the end of Appendix II.

The following symbols shown under "notes" in the Appendix Tables stand for: PNA = Publication Not Authorized and LFO = Data are for Lay Faculty Only.

The data presented in the report are based on information provided by institutions responding to the annual survey conducted by Maryse Eymonerie Associates for the purpose of the AAUP Annual Report on the Economic Status of the Profession. We continue to be very grateful to those individuals who prepare the institutional responses and complete our questionnaire (Form MEA22).

Any inquiries concerning the data in this report may be directed to me at P.O. Box 7893, Hilton Head, S.C. 29938.

Maryse Eymonerie
Consultant to AAUP

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
ALABAMA																				
Alabama Agri.&Mech. Univ.		IIA	5	5	5	5	44.2	36.9	31.0	24.0	35.0	5	5	5	5	53.0	44.4	37.6	29.6	42.3
Athens State College		IIB	3	2	2		46.6	39.4	35.1		39.6	3	3	2		55.8	47.6	42.7		47.8
Auburn University- Main		I	4	4	5	4	58.0	43.7	37.4	26.7	45.5	5	5	5	5	69.2	52.7	45.1	31.8	54.6
Auburn Univ. at Montgomery	13	IIA	3	3	4	4	51.9	42.2	34.3	27.2	40.3	4	4	4	4	62.1	50.7	41.1	32.3	48.3
Birmingham Southern College		IIB	2	3	3		49.8	37.9	32.2	-----	40.1	2	2	3		65.5	50.1	40.4	-----	52.3
Huntingdon College		IIB	5	5	4		33.9	30.3	28.7	-----	30.1	5	5	4		42.1	37.1	34.7	-----	36.6
Jacksonville State Univ.		IIA	4	4	4	3	46.1	38.9	33.8	30.0	38.6	4	4	4	3	58.5	49.6	43.6	38.9	49.3
Livingston University		IIB	5	5	5		36.0	30.4	25.8	-----	30.0	5	5	5		43.3	36.9	31.3	-----	36.3
Oakwood College		IIB	5	5	4		30.1	29.0	28.3	-----	29.0	5	5	4		37.5	36.3	35.5	-----	36.2
Samford University		IIA	2	3	3	5	56.5	42.5	36.3	24.8	44.9	2	3	2	4	71.0	55.6	47.6	33.9	57.8
Spring Hill College		IIB	3	4	3		43.1	35.2	31.1	-----	37.3	4	4	4		51.8	42.5	37.4	-----	44.9
Stillman College		IIB	5	5	5	5	32.1	28.8	25.1	21.6	27.2	5	5	5	5	38.8	35.4	31.2	27.4	33.5
Troy State University-Main	167	IIA	4	5	5	5	46.2	38.5	32.2	25.4	35.0	5	5	5	5	56.0	46.7	39.2	31.0	42.6
Troy State Univ. Montgomery		IIA			4		-----	-----	32.9		35.8			5		-----	-----	39.9		43.7
Tuskegee University		IIA	5	5	5	5	41.0	35.2	30.6	22.7	32.7	5	5	5	5	48.7	41.5	36.2	27.0	38.7
University of Alabama		I	4	4	4	5	60.5	44.7	38.2	25.2	46.3	4	4	4	5	74.6	56.3	48.3	32.7	58.0
Univ. Alabama at Birmingham	171	I	3	4	5	4	63.3	44.5	36.6	26.9	46.1	3	4	4	4	78.6	56.9	47.5	36.0	58.7
Univ. Alabama in Huntsville		IIA	1	2	2	4	63.6	44.3	37.5	27.7	45.1	1	3	3	4	77.1	54.0	45.5	33.5	54.8
University of Mobile		IIB	5	4	5	5	35.4	32.1	27.7	22.8	29.1	5	4	4	5	43.6	40.1	34.6	28.6	36.3
University of Montevallo		IIA	5	5	5		44.1	38.5	31.0	-----	38.8	5	5	5		54.2	47.3	38.3	-----	47.7
Univ. of North Alabama	13	IIB	2	2	1	2	50.6	41.2	35.9	30.1	41.1	2	2	2	2	60.7	50.8	44.5	37.4	50.3
University of South Alabama		IIA	2	3	3	3	54.2	42.6	37.0	29.2	41.8	3	4	3	3	64.5	51.4	45.0	36.0	50.4
ALASKA																				
Alaska Pacific University	3	IIB	3	3	1		45.4	38.2	36.2	-----	38.2	3	3	1		56.7	48.5	47.1	-----	48.7
Univ.Alaska-Anchorage	172	IIA	1	1	1	1*	61.2	50.7	41.4	38.4	49.8	1	1	1	1*	82.5	68.1	55.7	51.5	67.0
Univ.Alaska-Fairbanks	173	I	2	1	2	2	68.6	56.0	43.2	36.2	50.8	2	1*	1	1	91.4	75.3	57.2	47.7	67.7
Univ.Alaska-Southeast	174	IIA	3	1	4	2	53.3	49.4	32.9	32.9	41.5	2	1	4	1	71.6	66.3	44.2	44.6	55.9
Univ.Alaska Prince Wm.Sound		III					-----	-----	-----	-----	50.0					-----	-----	-----	-----	67.3
ARIZONA																				
Arizona State University	3	I	4	4	3	3	60.3	44.9	39.9	31.6	48.9	4	4	4	3	72.3	54.9	48.9	39.2	59.3
Grand Canyon University		IIB	5	4	5	5	35.8	32.8	27.4	20.7	29.9	5	4	5	5	43.9	39.5	33.2	25.1	36.3
Northern Arizona University		I	5	5	5	5	51.1	42.2	35.9	24.9	41.2	5	5	5	5	61.9	51.8	44.6	32.1	50.7
University of Arizona		I	3	4	3		64.8	46.2	41.1	-----	53.7	4	4	3		77.1	56.1	49.8	-----	64.5
ARKANSAS																				
Arkansas College		IIB	2		3		49.9	-----	33.0	-----	39.9	2		3		61.8	-----	40.2	-----	48.8
Arkansas State Univ.-Main		IIA	3	3	4	4	52.0	43.3	34.2	27.4	39.8	3	3	4	4	64.6	54.1	43.1	34.9	49.8
Arkansas State Univ.-Beebe		III			4	5	-----	-----	29.1	25.0	37.9			5	5	-----	-----	36.7	31.8	35.3
Arkansas Tech University		IIB	3	3	2	3	43.9	38.1	33.7	26.0	37.4	3	3	2	3	55.0	47.9	42.7	33.6	47.1
Central Baptist College		IIB					-----	-----	-----	-----	21.7					-----	-----	-----	-----	26.0
Harding University		IIB	3	3	2	3	42.4	37.4	33.5	26.9	38.0	4	3	3	3	51.2	46.1	40.1	32.3	46.0
Henderson State University		IIB	3	3	2	3	44.7	37.5	34.1	26.1	37.5	3	3	2	3	56.1	48.0	43.5	34.2	47.7
Hendrix College		IIB	2	2	1		48.5	39.9	36.2	-----	42.1	1	2	1		66.4	53.4	45.3	-----	56.2
John Brown University		IIB	4	4	4		37.2	33.8	30.4	-----	34.1	4	4	4		47.8	41.4	37.5	-----	42.6
Ouachita Baptist University		IIB	4	4	4	4	42.2	35.5	28.9	25.6	34.2	3	3	4	3	52.9	44.5	37.5	33.6	43.5
Southern Ark. Univ.-Main		IIA	4	4	5	4	46.1	38.9	32.1	27.1	36.2	4	4	5	4	57.5	48.4	40.2	34.2	45.3
Southern Arkansas Univ. Tech		III		4	5			33.4	28.4	-----	30.2		4	5			42.6	36.4	-----	38.7
Univ. Arkansas-Fayetteville		I	5	5	4	5	56.3	43.6	37.9	24.9	45.2	5	5	5	5	68.6	53.1	46.1	30.1	55.0
Univ. Ark. at Little Rock		IIA	3	4	3	4	53.6	41.6	37.2	26.5	41.5	3	4	3	5	65.1	50.6	45.0	31.9	50.4
Univ. Ark. at Monticello	9	IIB	3	3	3	3	45.3	36.3	33.0	26.4	34.9	3	3	3	3	56.1	44.8	40.2	32.6	42.8
Univ. Arkansas at Pine Bluff		IIB	4	3	2	3	40.6	36.6	33.2	26.2	33.5	4	3	2	3	50.5	45.7	41.5	33.2	41.9
Univ. of Central Arkansas		IIA	3	4	4	4	52.1	41.6	33.9	27.5	39.5	3	4	4	4	63.2	50.7	41.6	34.0	48.2
University of the Ozarks		IIB	5	5	5		30.9	28.0	27.4	-----	28.5	5	5	4		42.8	38.3	37.6	-----	39.1
Williams Baptist College		IIB			5		-----	-----	26.4	-----	26.6			5		-----	-----	32.7	-----	33.1
CALIFORNIA																				
Azusa Pacific University		IIA	5	5	5	3	43.0	37.5	31.8	28.5	36.8	4	4	4	3	57.3	49.4	42.8	38.0	48.8
Biola University		IIA	5	5	5	3	45.5	36.9	30.3	28.2	37.0	4	5	5	4	58.2	46.2	37.1	33.6	46.4
California Inst. of Arts		IIA									38.8									47.2
California Inst. of Tech.		I	1*	1*	1*		97.0	73.3	57.6		86.6	1*	1*	1*		120.4	90.9	71.7		107.5
California Lutheran Univ.		IIB	2	2	2	1	47.7	39.2	33.5	33.8	39.8	2	2	2	1*	60.0	50.1	43.3	43.5	50.7
California Maritime Academy		IIB	1	2		1	53.1	40.3	-----	33.1	42.0	1	2		1	67.1	49.4	-----	42.9	52.9
Cal.St.Univ-Bakersfield	39	IIA	2	1	2	2	59.7	48.2	37.7	30.9	49.9	2	1	2	2	75.2	61.9	49.5	40.9	63.7
Cal.St.Univ-San Bernardino	39	IIA	2	1	2	2	59.6	48.4	39.6	31.6	50.2	2	1	1	2	75.0	62.2	51.7	41.9	64.0
Cal.Poly.St.U-Sn Luis Obispo	39	IIA	1	1	2		60.7	49.6	39.4	-----	57.1	1	1	2		76.3	63.5	51.4	-----	72.1

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
21.	97.	71.	46.		8.0	5.9	5.4	5.4	45	51	61	11	14	26	41	13	44.5	37.9	31.6	24.7	43.4	34.7	29.9	23.3
21.	ALL	78.	83.		6.1	4.5	6.4		15	11	14		5	7	16		----	39.3	35.4		----	39.5	34.9	
20.	98.	94.	15.	2	6.0	6.3	6.7	4.9	343	295	191	23	23	59	110	43	58.3	44.2	38.7	26.7	54.8	41.2	35.3	26.7
20.	98.	94.	43.		7.0	7.2	6.6	7.2	45	42	33	8	11	12	30	20	53.3	43.1	34.8	25.1	45.9	39.1	33.8	28.1
30.	ALL	88.			2.9	1.4	3.1	----	28	14	14		6	11	13	3	50.5	38.2	32.2		46.6	37.5	32.1	----
22.	ALL	80.	21.		1.2	2.0	1.5	----	8	12	8			3	11	2	----	----	30.3			----	27.5	----
28.	98.	69.	17.	7.	7.0	7.0	7.0	7.0	87	22	35	22	19	20	31	36	46.3	40.7	34.5	31.8	45.1	36.9	32.9	29.0
21.	89.	76.	21.						22	15	15	1	5	10	18	3	----	30.3	27.6	----	----	30.6	24.2	----
25.	78.	68.			3.0	3.9	3.8		13	11	16	1	5	17	12	2	----	29.2	28.3	----	----	28.9	28.4	----
29.	87.	48.	6.		4.1	4.2	4.7	5.1	69	33	36	1	14	13	41	8	57.9	45.2	39.6	----	49.8	35.8	33.3	----
20.	ALL	ALL	14.		5.5	6.5	6.1	----	21	10	12		2	7	2	1	----	35.5	----		----	34.8	----	----
23.	77.	61.	28.		3.0	3.3	3.2	3.5	10	7	8	4	3	11	10	6	----	30.9	26.2	----	----	27.5	24.3	----
22.	ALL	78.	21.						21	40	35	4	4	19	65	15	----	39.1	33.4	----	----	37.1	31.5	----
22.			11.		----	----	6.6		4	4	13				6		----	----	34.7				28.9	
18.	84.	49.	19.	4.					47	51	65	17	10	14	20	28	42.3	36.3	30.7	22.3	34.6	31.4	30.2	23.0
25.	98.	91.	10.	3.	6.1	6.3	7.5	4.3	234	160	129	29	33	46	77	47	61.5	45.4	39.9	24.5	53.5	42.4	35.3	25.6
27.	98.	89.	4.	5.	4.7	4.9	6.4	7.8	92	130	62	7	14	33	45	12	64.2	45.3	38.5	26.3	56.8	41.3	33.9	27.3
22.	94.	72.	8.	14.	5.2	5.3	5.0	8.1	68	68	57		4	19	41	7	----	45.2	39.6		----	40.9	34.5	----
25.	71.	37.			6.8	6.3	5.9	12.1	11	12	8	4	6	7	23	15	34.5	34.1	27.7	----	37.1	28.6	27.7	----
23.	96.	79.	17.		5.8	6.1	6.2	----	41	19	18		16	14	17	2	44.8	41.6	32.1		42.5	34.3	29.8	----
22.	96.	65.	52.	11.	5.3	5.6	7.5	8.6	54	29	36	8	13	11	30	19	51.0	41.4	36.6	30.2	48.8	40.7	35.0	30.1
21.	92.	84.	8.	17.					102	79	82	29	17	24	60	35	55.3	42.8	38.7	29.3	47.5	42.2	34.6	29.2
27.					0.0	0.0	0.0	----	5	9	5	1	1	2	4	3	----	----	----	----	----	----	----	----
35.	ALL	89.	16.	29.					89	68	54	12	26	56	47	9	61.2	51.1	43.2	38.9	61.4	50.1	39.4	37.6
33.	91.	74.	2.						68	94	80	24	6	31	38	16	69.2	57.0	43.6	37.4	61.6	53.2	42.4	34.3
35.	ALL	85.	5.						6	18	9	5	3	8	11	4	----	49.7	32.4	----	----	48.7	33.2	----
35.									1		2		1	2	2	1	----		----		----	----	----	----
21.	99.	96.	9.	57.					496	328	158	1	80	117	93	6	61.0	45.7	40.6	----	55.8	42.9	38.8	----
21.	70.	50.	4.						15	5	9	2	5	13	15	10	----	----	29.7	----	----	----	26.0	----
23.	99.	94.	7.	3.	2.0	3.9	5.9	7.6	166	137	96	9	7	55	79	24	51.1	42.4	36.0	24.0	50.5	41.8	35.8	25.3
20.	ALL	87.	1.		2.1	3.1	3.6	----	568	281	149	1	79	96	123	1	65.4	46.4	42.8	----	60.8	45.4	39.1	----
22.	64.				3.1	----	3.4	----	11	4	15	1	3	1	6	1	----	----	33.2	----	----	----	32.4	----
25.	96.	78.	28.	8.	2.9	3.4	3.1	3.1	93	65	80	22	10	22	61	41	52.1	43.4	36.3	29.1	51.2	42.8	31.4	26.5
26.			30.							3	21	15	2	2	16	16		----	28.6	24.1	----	----	29.9	25.9
26.	93.	90.	17.		2.7	2.1	3.2	2.8	38	51	27	6	6	20	25	7	44.0	39.2	36.0	26.8	43.1	35.2	31.2	25.3
20.									3	2	3	1	1	1	2	1	----	----	----	----	----	----	----	----
21.	86.	35.							68	39	30	4	12	7	11	4	43.3	38.0	34.5	----	37.6	34.0	30.8	----
27.	ALL	52.	30.		2.5	2.3	2.5	2.3	44	29	20	3	11	13	13	22	45.3	37.4	35.0	----	42.4	37.9	32.6	----
34.	88.	96.			6.0	5.3	8.1	----	20	19	11	1	4	7	3		----	39.9	----	----	----	39.7	----	
25.									21	16	8	1	2	6	2	2	----	34.1	----	----	----	32.9	----	----
27.	ALL	79.	29.		3.9	3.6	4.5	4.6	33	12	20	7	3	2	8	12	----	----	28.7	26.3	----	----	29.4	25.2
25.	ALL	87.	29.		2.0	2.3	4.0	4.2	21	19	18	6	6	12	16	17	46.0	39.2	32.5	28.2	46.4	38.5	31.6	26.8
28.										8	10	2		2	4			----	----	----		----	----	
22.	97.	77.	7.	4.	3.0	3.6	3.8	6.0	291	156	142	23	23	42	83	31	56.9	43.9	38.9	27.2	49.2	42.4	36.3	23.3
21.	97.	90.	26.	3.	0.0	0.1	0.9	0.0	110	80	40	21	18	37	32	42	54.4	43.3	37.9	27.4	49.0	38.0	36.3	26.1
23.	96.	67.	23.	18.	3.3	3.1	3.9	5.1	22	18	28	11	1	6	20	11	----	36.3	32.7	28.9	----	36.4	33.4	24.0
25.	93.	52.	28.	15.					29	26	41	17	11	7	30	29	40.7	36.9	33.9	27.1	40.6	35.5	32.2	25.7
22.	98.	79.	21.	3.	2.5	3.1	4.5	4.5	81	60	45	20	12	29	37	56	52.8	41.7	33.7	28.2	46.9	41.3	34.2	27.3
37.	86.	67.			1.4	2.5	2.4		10	5	10	1	4	4	5	1	----	----	----	----	----	----	----	----
24.					----	----	0.0	----	3	3	5	2	1	1	7	2	----	----	----	----	----	----	----	----
33.	30.	2.			5.3	6.6	7.2	6.0	32	41	17	4	11	21	15	8	42.7	37.7	31.8	----	44.1	37.2	31.7	----
25.	91.	51.	3.		6.0	7.5	6.6	----	30	39	18	4	2	18	13	2	----	37.3	31.0	----	----	35.9	29.3	----
22.																								
24.	ALL	93.							167	36	35		6	4	9		97.5	----	58.3		85.3	----	55.0	
27.	91.	62.	12.		2.6	3.0	3.1	----	23	15	21	2	9	6	12	4	48.5	39.7	33.4	----	45.8	37.9	33.7	----
26.	ALL	33.		77.					16	5	2	13		1	2		----	----	----	----		----	----	
28.	99.	73.	4.		0.0	0.6	0.5	0.0	75	32	22	7	20	16	28	6	60.1	48.7	37.1	32.2	58.2	47.3	38.2	29.4
28.	98.	56.	2.		0.0	0.8	0.6	2.5	125	71	54	5	42	36	57	7	60.2	49.5	40.7	----	57.8	46.4	38.6	----
26.	98.	53.	5.		0.0	1.1	0.8	----	451	85	31	1	56	17	29		60.9	50.2	40.1	----	59.2	46.8	38.6	

APPENDIX 1	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
CALIFORNIA (CONTD)																				
Cal.St.Univ-Chico	39	IIA	2	1	2		60.4	48.2	39.5	-----	55.8	2	1	1		75.8	63.1	51.8	-----	70.7
Cal.St.Univ-Dominguez Hills	39	IIA	1	2	2		60.5	47.2	39.2	-----	54.8	2	2	1*		75.9	60.6	59.3	-----	70.5
Cal.St.Univ-Fresno	39	IIA	2	2	2	2	60.3	47.6	38.2	32.3	55.3	2	2	2	2	75.7	61.2	50.0	42.5	69.9
Cal.St.Univ-Fullerton	39	IIA	1	1	2		60.5	49.3	38.7	-----	54.4	2	1	2		76.0	63.7	50.6	-----	69.0
Cal.St.Univ-Hayward	39	IIA	1	1	2	2	60.6	49.1	38.4	31.7	55.2	1	1	2	2	76.2	62.9	50.3	41.7	69.9
Humboldt State University	39	IIA	2	2	2		59.3	46.8	38.7		54.3	2	2	2		74.6	60.3	50.7		68.8
Cal.St.Univ-Long Beach	39	IIA	2	2	2	1	60.0	47.4	40.1	33.8	54.2	2	2	1	1	75.1	61.0	52.1	44.5	68.5
Cal.St.Univ-Los Angeles	39	IIA	2	1	1		60.4	48.6	40.4	-----	53.4	2	1	1		75.7	62.3	52.5	-----	67.7
Cal.St.Univ-Northridge	39	IIA	2	2	2	2	60.3	46.7	39.2	32.7	54.6	2	2	2	2	75.6	60.0	51.2	43.1	69.1
Cal.Poly.St.Univ-Pomona	39	IIA	1	1	1		61.0	49.2	40.8	-----	55.9	1	1	1		76.6	63.0	53.1	-----	70.7
Cal.St.Univ-Sacramento	39	IIA	1	2	2		60.7	47.5	38.8	-----	57.3	2	2	2		76.1	61.0	50.7	-----	72.3
Cal.St.Univ-San Marcos	39	IIA	2	1	2		60.4	50.5	39.7	-----	47.2	2	1	1		76.0	64.6	51.7	-----	60.6
San Diego State University	39	IIA	2	2	2	1	60.2	47.9	40.3	33.7	54.7	2	2	1	1	75.6	61.5	52.4	44.2	69.3
San Francisco State Univ.	39	IIA	2	1	2	2	59.9	48.3	39.7	32.4	54.1	2	1	1	2	75.1	61.9	51.8	42.7	68.4
San Jose State University	39	IIA	2	1	1	2	59.8	48.6	40.4	33.1	52.8	2	1	1	1	75.0	62.3	52.6	43.6	66.9
Sonoma State University	39	IIA	2	2	2		60.2	45.9	38.0		55.3	2	2	2		75.5	59.2	49.7		69.9
Cal.St.Univ-Stanislaus	39	IIA	2	2	3	3	59.8	46.4	36.6	28.9	51.0	2	2	2	3	74.9	59.6	48.2	38.7	64.8
Chapman University		IIA	2	2	1		57.8	47.0	42.0		49.1	1	1	1		76.3	62.7	57.3		65.6
Claremont Graduate School		I	1	1*	1		80.2	59.1	49.4		73.0	1	1	1		99.6	72.6	62.4		90.6
Claremont McKenna College		IIB	1*	1*	1*		71.6	51.6	41.1	-----	60.1	1*	1*	1*		89.2	66.1	51.0	-----	75.1
College of Notre Dame		IIB	1	2	1		52.4	42.1	37.4	-----	44.8	2	2	2		63.0	50.3	44.3	-----	53.5
Fresno Pacific College		IIB									36.1									44.7
Harvey Mudd College		IIB	1*	1*	1*		77.1	57.9	45.4		63.8	1*	1*	1*		96.1	73.9	58.8		80.5
Holy Names College		IIB	2	2	5		48.4	39.4	27.5	-----	36.8	3	4	5		54.2	44.3	31.1	-----	41.3
Los Angeles Coll. of Chiro.		IIA	5	5	5	5	45.9	32.6	31.8	22.5	32.9	4	5	4	5	59.8	42.5	41.5	29.3	42.8
Loyola Marymount University		IIA	1*	1*	1		72.2	55.8	41.4	-----	58.9	1*	1*	1		91.1	72.4	54.3	-----	75.4
Mennonite Brthrn. Bible Sem.		IIA					-----	-----	-----		34.2					-----	-----	-----		44.7
Mills College		IIA	2	2	1		59.3	46.1	40.7	-----	49.2	2	2	2		73.7	57.1	50.7	-----	61.2
Monterey Inst.Intern'l Stud.		IIA	2	2	3		59.3	45.0	37.0	-----	45.6	2	2	2		75.1	58.0	48.0	-----	58.6
Naval Postgraduate School		I	2	1	1		68.4	55.7	47.2	-----	58.5	3	2	2		79.4	65.3	55.8	-----	68.4
Occidental College		IIB	1	1	1	1	62.4	46.9	38.8	33.3	49.0	1	1	1	1	80.6	59.3	48.2	40.1	62.1
Ohlone College		III	1	1	1*	1*	53.7	48.9	45.0	38.4	49.0	2	1	1*	1*	64.9	59.7	55.4	48.1	59.7
Pacific School of Religion		IIA					-----	-----	-----		43.8					-----	-----	-----		58.6
Pacific Union College		IIB	5	4	3		36.2	33.3	31.5	-----	33.6	5	4	4		44.1	39.8	37.6	-----	40.3
Pepperdine University		IIA	1*	1*	1*	1	71.5	56.1	51.1	37.4	63.7	1*	1*	1*	1	93.0	73.7	64.5	48.1	82.9
Pitzer College		IIB	1*	1	1		65.2	43.9	38.1		54.7	1*	1	1		82.4	57.2	48.2		69.5
Point Loma Nazarene College		IIB	2	2	1	2	50.7	39.3	35.8	28.2	42.9	2	2	1	2	63.7	52.3	46.8	35.4	54.9
Pomona College		IIB	1*	1*	1*	1*	73.0	52.5	41.7	36.6	56.6	1*	1*	1*	1*	90.9	65.8	53.0	46.1	70.8
Saint Mary's Coll. of Calif.		IIA	1	1	1		61.4	49.4	40.4		50.0	2	1	2		75.4	61.6	49.7		61.8
Santa Clara University		IIA	1*	1*	1*		76.3	55.5	48.7		57.8	1*	1	1*		93.8	70.4	62.4		72.9
Scripps College		IIB	1	1	1		61.1	45.8	37.2	-----	51.1	1	1	1		77.6	58.8	49.5	-----	65.8
Southwestern Univ.Sch.of Law		IIA	1*	1*			94.8	70.6		-----	84.1	1*	1*			117.3	87.1		-----	104.0
Stanford University	3	I	1*	1*	1*		95.2	65.8	51.9		82.4	1*	1*	1*		114.4	81.4	65.3		100.0
Univ.of Calif.-Berkeley	175	I	1	2	2		76.4	51.3	43.3		65.0	2	2	2		93.9	63.1	53.3		79.9
Univ.of Calif.-Davis	175	I	3	3	3		68.3	47.8	40.4		56.1	3	3	4		84.0	58.8	49.6		68.9
Univ.of Calif.-Irvine	175	I	2	3	2		70.8	48.8	42.3		57.4	2	3	3		87.0	59.9	52.0		70.5
Univ.of Calif.-Los Angeles	175	I	2	2	2		74.1	49.7	42.1		60.9	2	3	3		91.0	61.1	51.7		74.8
Univ.of Calif.-Riverside	175	I	3	4	4		67.0	46.1	39.0		51.4	3	4	4		82.4	56.7	47.9		63.2
Univ.of Calif.-San Diego	175	I	2	3	3		72.3	48.7	40.1		59.5	2	3	4		88.8	59.8	49.3		73.2
Univ.of Calif.-San Francisco	175	I	4	4	4		62.4	44.9	38.0		52.0	4	4	5		76.7	55.2	46.7		63.9
Univ.of Calif.-Santa Barbara	175	I	2	3	3		71.2	47.3	40.1		57.8	2	3	4		87.5	58.1	49.3		71.1
Univ.of Calif.-Santa Cruz	175	I	3	4	4		67.7	46.4	39.1		53.7	3	4	4		83.2	57.0	48.1		66.0
University of La Verne	13	IIA	4	4	5		48.2	39.2	32.6		40.1	4	5	5		60.2	47.8	39.6		49.4
University of the Pacific	183	IIA	2	3	3	2	54.2	42.0	37.2	32.0	45.9	3	3	3	2	66.6	52.8	46.8	40.3	57.0
University of Redlands		IIA	2	2	1		56.6	46.8	40.6		48.8	2	2	2		71.6	59.2	49.5		61.0
University of San Diego		IIA	1*	1	1*	1	71.9	53.3	45.2	35.2	57.5	1*	1	1	1	90.4	67.8	56.9	43.6	72.5
University of San Francisco		IIA	1	1	1	1	61.7	48.6	40.5	36.0	51.4	1	1	1	1*	81.1	64.4	53.8	49.4	68.0
Univ. of Southern California		I	1	1	1	1	80.2	57.4	48.4	41.0	64.1	1	1*	1*	1*	101.6	75.1	63.6	54.5	82.5
Westmont College		IIB	2	2	2		48.9	40.8	33.9	-----	41.5	2	2	2		61.6	52.4	42.9	-----	52.6
Whittier College	198	IIA	1	1	4	1*	66.6	49.9	34.7	40.4	53.1	1	2	4	1	80.8	60.1	41.6	48.3	64.2
Woodbury University		IIA		5	3		-----	37.3	36.5		38.1		5	3		-----	47.2	45.4		47.8
COLORADO																				
Adams State College		IIA	5	5	5	3	43.6	35.6	32.1	28.8	36.0	5	5	5	3	52.7	44.4	40.0	36.2	44.4
Aims Community College		III	4	4	4	4	38.4	33.9	29.5	25.3	32.4	4	4	4	4	48.3	43.3	38.2	33.5	41.5
Colorado Christian Univ.		IIB		5	5	5	-----	28.4	25.1	22.9	25.5		5	5	4	-----	35.6	31.8	29.3	32.3
Colorado College		IIB	1	1	1		61.3	48.8	39.8	-----	52.5	1	1	1*		77.6	62.1	50.9	-----	66.5
Colorado Mountain College		III	5	5		5	38.2	31.6	-----	24.8	32.6	5	5		5	45.9	38.4	-----	30.6	39.5
Colorado School of Mines		IIA	1	1	1*		64.6	49.3	47.1	-----	56.5	1	1	1*		79.0	61.6	59.0	-----	69.8
Colorado State University	3	I	4	4	3		59.8	44.7	40.3		51.7	4	5	4		71.4	53.4	48.1		61.7
Denver Cons. Baptist Sem.		IIA	5	5			40.4	35.5	-----		36.3	5	5			51.8	45.1	-----		46.2

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
27.	99.	77.	7.		0.2	0.5	0.8	----	328	53	38	2	85	33	35		60.8	48.9	38.9	----	58.7	47.2	40.2	
29.	96.	37.	5.		0.0	0.9	0.8	----	124	25	17		54	27	20	1	61.1	48.3	39.6		59.0	46.1	38.8	----
26.	99.	57.	6.		0.0	1.1	1.3	0.0	364	57	34	2	95	52	33	12	60.9	48.6	38.0	----	57.9	46.5	38.5	----
27.	97.	57.	1.		0.0	0.7	0.4	----	318	82	40	1	75	38	65	4	60.9	49.6	39.7	----	58.8	48.7	38.1	----
27.	99.	61.	4.		0.0	0.6	1.1	----	202	33	21	1	56	36	28	6	60.8	49.7	38.8	----	60.0	48.6	38.1	----
27.	97.	84.	4.		0.0	1.3	0.7		184	21	30		29	17	20		59.8	47.5	38.6		56.1	46.0	39.0	
26.	99.	74.	4.		0.0	1.3	1.1	----	386	108	46	1	105	63	66	5	60.5	48.4	41.1	----	58.0	45.8	39.3	----
27.	99.	68.	4.		0.0	0.9	1.0		244	78	61	1	81	52	62		60.7	49.5	40.7	----	59.6	47.2	40.1	
26.	97.	86.	13.		0.0	1.2	1.1	----	372	82	40	5	115	63	47	6	60.8	47.2	39.4	----	58.5	45.9	39.0	----
26.	ALL	44.	1.		0.0	1.1	1.4	----	347	72	40	1	64	44	39	3	61.3	50.1	41.1	----	59.5	47.7	40.5	----
26.	ALL	43.	4.		0.3	1.4	0.0		440	52	13		134	45	36	1	61.2	48.0	39.0		58.8	46.9	38.7	----
28.	89.	63.			0.0	1.4	0.0	----	18	3	26		9	5	23	1	61.2	----	39.5		58.8	----	39.8	----
27.	97.	84.	17.		0.0	0.8	1.0	3.4	480	128	41	2	96	95	59	8	60.5	48.6	41.8	----	58.6	46.9	39.2	----
27.	96.	49.	3.		0.0	1.1	1.0	0.0	333	66	57	5	118	67	60	3	60.5	49.6	40.0	----	58.1	47.0	39.5	----
27.	96.	52.	2.		0.0	0.7	0.9	----	342	143	65	4	89	79	93	4	60.4	49.2	40.7	----	57.3	47.6	40.2	----
26.	ALL	47.	10.		0.0	0.8	0.3		128	23	16		42	11	13		60.4	46.2	38.8		59.6	45.2	37.1	
27.	98.	58.			0.0	1.5	2.5	----	97	20	18	4	25	16	28	7	60.1	47.3	37.5	----	58.6	45.2	36.1	----
34.	ALL	76.			9.3	7.9	8.9		29	25	21		9	12	15		58.1	46.5	44.9		56.9	48.2	38.1	
24.	94.	86.			3.1	5.2	5.3		37	10	2		10	4	4		82.5	----	----		71.7	----	----	
25.	ALL	94.			4.3	4.3	3.8	----	31	13	8		5	3	4	2	----	----	----		----	----	----	----
20.	84.	13.			6.5	6.5	6.5	----	11	5	4	1	14	11	11	2	53.4	----	----	----	51.6	----	----	----
24.																								
26.	ALL	79.			3.6	5.4	7.7		31	13	11		3	1	9		----	----	46.9		----	----	43.5	
12.	90.	55.			5.4	6.2	3.2	----	2	10	7		8	12	11	1	----	38.3	31.2		----	40.3	25.1	----
30.					3.0	3.0	3.0	3.0	10	13	7	8		1	6	3	----	----	34.2	----		----	29.0	----
28.	98.	72.	6.						99	63	54	2	31	27	29	1	73.6	55.5	42.2	----	67.8	56.7	39.8	----
30.					----	----	----		5	2	2			1			----	----	----			----		
24.	96.	88.			1.7	4.5	5.2	----	15	7	8	1	13	9	15	1	62.6	47.1	41.2	----	55.4	45.3	40.4	----
28.									11	10	6	3	2	10	10		----	47.0	40.6	----	----	43.1	34.8	
17.	91.	56.							116	88	61	4	1	5	11		----	----	47.6	----	----	----	45.1	
27.	98.	83.			2.6	3.1	4.0	3.7	33	23	19	5	16	19	14	10	62.5	47.8	39.1	----	62.3	45.9	38.3	----
22.	ALL	ALL	ALL	71.	0.7	0.4	0.7	0.3	42	5	6	9	19	11	11	12	53.4	----	45.7	38.1	54.3	----	44.6	38.7
34.					----	----	----		4		1		1	1	3		----		----		----	----	----	
20.	93.	65.			3.6	3.6	3.6	----	36	12	20	2	4	5	21	2	----	----	33.5	----	----	----	29.7	----
30.	93.	54.			5.7	6.9	7.0	----	112	57	13	4	18	15	9	3	72.1	57.0	50.2	----	67.6	52.9	52.5	----
27.	ALL	ALL			3.5	3.5	3.5		22	7	9		9	3	4		65.9	----	----		63.6	----	----	
28.	56.	19.			4.0	4.0	4.0	----	34	16	11	4	9	5	12	3	51.2	----	36.8	----	49.0	----	35.0	----
25.	95.	79.			4.3	4.7	6.3	----	53	26	24	1	7	26	16	6	73.8	53.5	42.5	----	66.8	51.6	40.5	----
24.	95.	56.	2.		3.2	3.8	4.4		24	36	21		14	19	21		62.5	50.3	40.7		59.4	47.8	40.1	
26.	98.	93.	7.						74	88	51		11	29	39		77.5	55.4	49.3		67.8	55.7	47.8	
29.	ALL	ALL			0.6	1.4	1.3		19	5	2		9	5	13	1	62.3	----	----		58.6	----	----	----
24.	90.				5.9	6.5		----	22	9		1	7	5		2	95.0	----		----	94.0	----		----
21.	98.	83.			4.6	6.4	5.1		484	110	100		49	29	45		96.3	65.9	53.1		85.1	65.4	49.1	
23.	98.	97.							726	157	125		108	72	84		77.6	52.6	44.0		68.1	48.6	42.3	
23.	96.	85.							454	135	155		81	55	79		69.5	48.7	41.0		61.7	45.8	39.2	
23.	97.	95.							279	117	94		40	44	44		72.0	50.2	42.5		62.0	44.9	41.9	
23.	93.	88.							713	187	180		104	80	118		75.2	50.2	43.2		66.4	48.6	40.3	
23.	99.	ALL							162	60	90		21	20	50		68.4	47.2	39.5		56.3	43.0	38.1	
23.	95.	97.							362	117	98		43	30	32		73.5	48.7	40.5		62.2	48.8	39.1	
23.	54.	31.							115	53	33		39	30	41		63.4	44.6	37.5		59.3	45.5	38.5	
23.	ALL	ALL							325	92	90		46	33	55		72.7	47.5	41.0		60.6	46.6	38.7	
23.	ALL	ALL							157	57	50		29	36	42		68.3	48.0	39.7		64.7	43.9	38.4	
23.	93.	29.	5.		7.7	11.0	12.4		29	21	23		12	7	18		49.2	39.8	33.2		45.8	37.3	32.0	
24.	90.	63.	5.		5.1	6.7	6.1	5.3	154	68	56	4	18	24	44	6	54.0	44.0	38.3	----	56.2	36.3	35.9	----
25.	ALL	89.			5.0	5.8	7.1		40	10	16		9	9	23		57.3	49.0	40.0		53.7	44.3	41.1	
26.	96.	76.	3.		4.5	3.7	4.4	3.6	79	42	36	6	26	30	40	6	74.2	54.3	47.3	35.6	64.7	51.8	43.4	34.8
32.					3.6	4.8	4.9	4.2	98	41	38	4	31	18	42	15	64.0	51.5	43.1	----	54.6	41.9	38.2	----
29.	95.	91.	1.	7.	4.0	5.0	5.1	4.8	436	274	172	11	49	80	114	16	80.9	58.3	49.3	47.1	74.1	54.4	47.1	36.8
27.	93.	79.			6.2	5.1	6.3	----	29	15	12	1	1	4	10	2	----	----	33.7	----	----	----	34.0	----
21.	98.	70.	17.		5.1	6.1	6.6	5.4	41	13	10	5	7	14	14	4	66.4	47.9	36.6	----	67.3	51.8	33.4	----
26.					----	6.6	----		3	5	5		2	6	1		----	----	----		----	----	----	
23.	ALL	62.	25.	38.	0.5	0.7	0.6	0.5	24	13	24	5	5	8	16	3	----	36.2	32.3	----	----	34.6	31.8	----
28.									20	11	17	14	18	13	11	12	39.0	33.3	30.4	25.0	37.8	34.5	28.1	25.7
27.									3	6	9	6		2	4	2	----	----	----	----	----	----	----	----
27.	ALL	89.			5.8	5.8	5.8	----	55	23	13		8	15	13	1	61.8	48.9	40.0		57.5	48.6	39.6	----
21.					7.5	5.8	----	----	21	15	3	6	5	10	2	6	----	31.9	----	25.2	----	31.2	----	24.3
23.	ALL	88.			5.0	5.0	5.0	----	84	47	16	3	3	13	5	1	----	49.7	----	----	----	48.0	----	----
19.	98.	90.	11.						448	203	110		35	52	78		60.5	45.3	40.8		51.6	42.4	39.6	
27.	ALL				4.0	----	----		7	3	4			3	1		----	----	----			----	----	

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
COLORADO (CONTD)																				
Fort Lewis College		IIB	3	3	2		43.9	38.5	34.2	-----	39.2	4	3	3		51.6	45.2	40.2	-----	46.0
Iliff School of Theology		IIA	2				58.6	-----	-----	-----	52.5	2				69.8	-----	-----	-----	63.6
Mesa State College	105	IIB	3	4	4	5	42.9	35.3	29.7	22.9	34.0	4	4	4	5	50.8	42.7	36.3	27.8	41.0
Metro. State Coll.of Denver		IIB	2	2	2	3	48.0	40.6	35.1	27.7	41.8	3	3	2	3	56.8	48.5	42.4	34.1	49.8
Nazarene Bible College		III			5		-----	-----	27.7	-----	27.7			3		-----	-----	41.1	-----	42.1
Regis University		IIB	2	1	2		48.9	43.4	34.9	-----	42.4	2	2	2		62.6	53.1	42.8	-----	52.7
Univ. of Colorado, Boulder		I	3	3	2	3	65.2	49.4	42.1	29.6	52.8	3	3	3	3	79.7	61.5	51.9	36.8	64.9
Univ. of Colo. at Colo.Sprgs		IIA	3	3	2		52.2	42.2	38.5	-----	45.1	3	4	2		64.2	52.4	48.0	-----	55.8
Univ. of Colorado at Denver		IIA	2	2	1	2	59.6	45.3	40.8	31.8	46.7	2	2	2	2	72.6	56.1	50.8	40.2	57.6
Univ. of Colo. Hlth. Sci.Ctr	3	IIA	1*	1*	1*	1*	92.4	68.0	55.6	39.9	63.4	1*	1*	1*	1*	113.0	85.2	70.7	51.9	79.5
University of Denver		I	4	3	2	3	62.3	47.9	43.0	30.8	50.9	4	3	3	3	75.6	58.8	52.5	36.6	62.0
Univ. of Northern Colorado		I	5	5	5	5	48.0	39.0	33.3	24.0	38.5	5	5	5	5	56.5	46.3	39.9	29.6	45.8
University Southern Colorado		IIA	4	3	3	5	47.4	42.2	36.0	23.3	39.7	5	4	4	5	55.9	49.8	42.5	27.5	46.6
Western State Coll. of Colo.		IIB	3	3	3		45.2	38.1	32.4		40.2	3	3	3		54.6	46.0	40.6		49.0
CONNECTICUT																				
Albertus Magnus College		IIB	4	4			39.1	34.3	-----	-----	34.0	5	4			44.4	40.0	-----	-----	39.3
Central Connecticut St.Univ.		IIA	1	1	2	1	66.6	53.4	39.7	33.9	51.8	1	1	1	1	85.6	70.0	53.6	46.4	68.0
Connecticut College		IIB	1	1	1	1	61.9	46.1	36.6	31.5	49.9	1	1	1	1	81.0	61.3	47.7	40.2	65.4
Eastern Connecticut St.Univ.		IIA	1	1	2		65.0	51.5	40.0		53.5	1	1	1		85.6	68.9	54.7		71.4
Fairfield University		IIA	1	1*	1*	1	68.5	54.5	45.2	34.6	54.5	1*	1*	1*	1	89.4	73.3	60.3	45.1	72.1
Hartford Graduate Center		IIA	1*	1*	1*		72.0	60.7	54.0		60.6	1*	1*	1*		89.5	76.9	68.8		76.2
Mitchell College		III			2				35.2	-----	34.0			1				48.7	-----	46.6
Quinnipiac College	134	IIA	1	1	1	2	69.7	54.0	41.2	33.4	55.3	1	1	1	2	87.7	68.6	53.1	41.7	70.1
Sacred Heart University		IIB	1	1	1	1	54.6	44.4	37.3	32.4	43.5	1	1	1	1	68.6	56.6	47.8	41.7	55.3
Saint Joseph College		IIA	2	2	3		54.8	45.1	36.0	-----	43.0	3	3	4		65.4	54.4	43.2	-----	51.7
Southern Conn. State Univ.		IIA	1	1	2	2	64.4	51.4	38.5	32.8	52.2	1	1	2	1	81.9	67.3	51.6	47.5	67.8
Trinity College		IIB	1*	1*	1		70.6	50.1	39.4		55.0	1*	1*	1		90.1	65.0	49.4		70.4
Tunxis Comm.-Tech. College		III	1	1	1	1	56.3	46.6	39.0	34.0	44.6	1	1	1	1	72.5	61.2	52.2	46.4	58.8
University of Bridgeport		IIA	3	3	3		50.5	43.7	36.0	-----	43.4	3	3	3		64.4	55.1	46.3	-----	55.3
University of Hartford	13	IIA	3	2	2		52.9	44.5	38.0	-----	43.9	3	2	2		66.0	56.6	49.2	-----	55.8
University of New Haven		IIA	3	2	2		52.4	45.0	40.1	-----	47.1	3	2	2		65.6	57.6	51.3	-----	59.6
Wesleyan University		IIA	1*	1	1		73.4	50.4	42.3		59.7	1*	1	1		93.6	64.1	53.9		76.1
Western Conn. State Univ.		IIA	1	1	1*		65.8	51.6	47.7	-----	57.5	1	1*	1*		88.3	71.1	65.2	-----	77.8
Yale University		I	1*	2	2	1	92.8	52.2	44.4	38.8	70.8	1*	2	2	2	112.7	64.3	54.8	45.0	86.3
DELAWARE																				
Delaware State University	13	IIA	2	3	3	4	54.5	43.5	35.9	25.6	37.9	2	2	2	3	71.6	58.3	49.1	36.7	51.5
Goldey Beacom College	72	IIB	2	2			49.2	40.5	-----	-----	41.7	2	2			61.3	51.1	-----	-----	52.8
University of Delaware		I	2	2	2	3	72.3	53.1	42.2	30.0	55.6	2	1	2	3	92.2	69.3	55.4	41.2	72.1
Wesley College		IIB	3	3	2		44.8	37.3	33.4	-----	37.6	3	3	3		56.5	44.9	39.6	-----	45.6
DISTRICT OF COLUMBIA																				
American University		I	2	2	3	4	74.6	52.0	41.7	28.0	55.5	2	2	3	4	89.7	64.1	50.5	34.6	67.3
Catholic Univ. of America		I	4	4	4	3	61.1	44.9	38.5	30.1	48.2	4	5	5	5	71.8	53.3	45.9	32.4	57.0
Gallaudet University		IIA	1	1	2	2	62.3	48.0	39.9	32.6	48.2	1	1	1	1	81.4	63.8	53.4	43.9	63.7
George Washington University		I	2	1	1	3	72.9	54.2	44.7	29.9	61.0	2	2	2	3	87.4	65.3	53.6	37.2	73.3
Georgetown University		I	1	1	2	2	85.7	55.2	42.7	36.8	61.8	1	1	2	1	108.0	71.0	54.6	47.2	78.5
Howard University		I	3	3	3	2	65.6	48.3	40.3	32.7	48.1	4	3	4	2	78.0	59.1	49.4	42.7	58.7
Mount Vernon College		IIB		3	4		-----	36.0	28.8		33.0		3	4		-----	45.3	36.4		41.3
Trinity College		IIB	3	3	4		45.7	36.2	29.3	-----	35.0	3	4	4		53.6	43.5	34.9	-----	41.5
Univ.of District Columbia		IIA	2	2	2	1	55.9	47.6	39.0	34.3	49.1	2	2	2	2	68.6	58.6	48.2	42.6	60.4
Wesley Theological Seminary		IIA	2				54.5	-----	-----		49.0	4				61.9	-----	-----		55.9
FLORIDA																				
Barry University		IIA	4	3	4	4	48.8	42.0	35.0	26.7	39.4	4	4	4	5	59.8	50.8	42.4	29.5	47.7
Eckerd College		IIB	1	2	1		53.4	42.4	35.7		43.6	1	1	1		67.6	54.7	47.2		56.3
Embry-Riddle Aero University	63	IIA	5	5	5	5	45.7	36.9	31.0	23.9	36.5	5	5	5	5	55.6	45.2	38.3	30.0	44.6
Florida A & M University		IIA	3	3	3	3	52.4	42.6	35.9	29.7	42.4	3	3	3	3	66.1	54.3	46.0	38.7	54.0
Florida Atlantic University	67	IIA	2	3	2	3	58.0	42.6	39.4	30.0	46.1	2	3	1	2	75.0	55.9	51.7	39.9	60.1
Florida Internat'l Univ.	3	IIA	2	3	2	2	55.8	42.3	39.5	30.7	43.3	2	3	2	2	71.9	55.3	50.9	40.0	56.2
Florida Southern College		IIB	3	3	2		44.0	36.9	33.1	-----	36.9	3	3	3		55.2	47.3	40.9	-----	46.3
Florida State University		I	5	5	4	5	56.4	39.9	37.8	24.1	47.3	4	5	4	5	72.9	52.5	49.4	31.3	61.6
Gulf Coast Community College		III	4	2	2	2	40.2	41.8	33.7	28.8	35.6	4	2	3	3	51.7	53.7	43.5	37.4	45.9
Miami-Dade Community College	108	III	2	3	4	4	47.2	37.5	31.2	26.7	39.0	2	2	3	3	64.3	51.8	43.5	37.4	53.7
Palm Beach Atlantic College		IIB	4	3	2	2	41.3	36.9	33.3	30.1	34.8	4	3	3	2	49.1	45.1	39.0	35.2	41.2
Rollins College		IIA	2	3	5	5	54.2	42.0	32.1	23.6	45.7	3	4	5	5	67.8	51.9	37.8	28.0	56.4
St.John Vianney College Sem.		IIB							-----		-----							-----		-----

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
17.	ALL	91.	13.		1.0	0.9	0.8	----	57	28	26	2	16	7	26	3	44.9	39.1	34.6	----	40.4	35.9	33.9	----
21.	91.								10	3			1	1	2	1	----	----			----	----	----	----
20.	92.	68.	27.	43.	0.0	1.4	1.7	0.2	39	21	21	2	10	10	16	5	43.5	35.1	30.5	----	40.4	35.7	28.7	----
19.	99.	82.	23.	13.	1.8	1.2	0.5	3.1	120	68	55	4	39	22	56	4	48.3	40.7	36.3	----	47.1	40.0	33.9	----
52.									5	2	3	1			3	1	----	----	----	----			----	----
24.	ALL	73.	33.		3.0	3.0	3.0	----	14	14	5	1	2	12	7	1	----	44.2	----	----	----	42.5	----	----
23.	98.	82.	3.	1.	5.1	3.3	3.6	2.8	416	213	143	41	41	88	84	52	65.6	49.8	42.9	32.0	61.4	48.6	40.8	27.7
24.	98.	91.							55	42	24	3	7	14	16		52.9	43.3	40.4	----	46.9	38.9	35.8	
24.	97.	70.	1.		0.6	0.6	0.7	0.6	96	76	61	21	10	32	58	14	59.9	46.7	42.9	34.9	56.3	42.0	38.6	27.1
25.	81.	51.	0.		4.3	3.6	3.4	3.1	195	133	181	70	16	68	159	118	94.0	72.9	60.2	49.8	73.5	58.5	50.4	34.0
22.	98.	92.	3.		4.5	5.0	5.2	----	120	77	62	2	22	29	39	4	63.7	48.8	43.1	----	54.6	45.6	42.9	----
19.	97.	77.	12.		0.1	0.8	1.1	2.3	124	70	61	9	27	41	68	26	48.6	40.0	34.8	23.7	45.2	37.3	31.9	24.2
18.	98.	76.	25.		3.4	3.5	4.4	7.5	43	36	38	5	4	9	25	10	----	42.7	37.0	----	----	40.5	34.4	----
22.	88.	60.	35.		0.0	0.8	0.4		43	19	18		9	6	8		45.4	38.2	32.8		43.9	37.6	31.7	
16.	89.	71.			0.7	1.7	2.1	----	1	6	3	1	8	1	2	2	----	----	----	----	----	----	----	----
31.	92.	72.	16.	25.					96	82	77	7	22	37	60	9	66.9	53.8	40.0	34.7	65.5	52.4	39.3	33.2
31.	ALL	97.			9.6	6.3	9.9	----	43	21	20	3	20	14	10	8	61.4	47.0	36.0	----	62.7	44.9	37.7	----
33.	98.	85.	12.		5.5	7.7	7.6		38	26	18		9	21	15		65.5	53.7	41.3		63.3	48.8	38.5	
32.	ALL	98.	42.		3.6	6.1	5.9		51	27	41	4	11	16	40	2	68.8	55.3	47.2	----	67.5	53.2	43.1	----
26.					3.4	4.2	4.7		10	8	9				2		----	----	----				----	
37.											12	2			8	2			36.9	----			32.5	----
27.	95.	69.	11.		6.8	7.2	7.6	7.3	65	42	22	3	17	9	42	7	69.2	53.8	42.3	----	71.6	54.8	40.6	----
27.	ALL	71.			6.1	6.3	8.8	----	13	34	11	3	6	21	19	4	54.5	44.3	37.4	----	54.9	44.5	37.3	----
20.	ALL	82.			0.0	0.0	0.0	----	3	12	6		5	22	16	1	----	45.9	37.9		----	44.7	35.3	----
30.	98.	86.	43.	17.	0.0	0.0	0.0	0.0	115	78	68	5	45	47	52	7	65.0	51.9	38.1	----	62.7	50.6	39.0	----
28.	95.	94.			3.8	5.4	5.9		47	32	15		10	17	17		71.6	51.5	40.5		66.1	47.6	38.4	
32.	ALL	ALL	47.	13.					9	2	7	4	8	4	8	4	57.1	----	39.0	----	55.3	----	39.0	----
27.	97.	72.	8.		5.2	2.9	0.9	----	29	25	18	1	3	4	8		----	----	37.8	----	----	----	32.0	
27.	84.	82.	8.		0.0	0.4	0.9	----	71	94	61		5	37	50	3	----	45.1	39.2		----	43.2	36.6	----
27.	94.	73.	13.		0.0	0.0	0.0	----	64	36	23	1	8	8	7		52.9	46.0	40.8	----	48.3	40.7	37.9	
27.	95.	89.			6.4	6.7	6.7	----	111	28	38		17	29	28		73.8	51.2	42.8		70.9	49.6	41.6	
35.	92.	42.	56.						61	13	32	1	29	23	18	1	66.7	52.3	50.4	----	64.0	51.2	43.0	----
22.	ALL	15.			5.4	7.3	5.0	----	359	82	105	6	45	36	86		93.9	53.8	46.3	----	84.6	48.6	42.1	
36.	76.	34.	38.		3.8	2.1	3.5	1.4	21	31	36	13	8	16	25	21	54.4	43.8	36.5	23.4	54.9	42.9	35.0	27.0
26.					4.3	11.3	----	----	4	9	1		4	5	2	1	----	----	----		----	----	----	----
30.	99.	96.			5.7	5.8	6.9	6.3	301	224	118	27	40	95	99	38	73.3	53.7	43.4	31.0	64.7	51.5	40.8	29.3
21.	86.	50.	5.		3.0	3.0	3.0	----	7	9	12	1	7	3	10		45.1	----	33.8	----	44.6	----	32.9	
21.	99.	85.	6.		1.9	2.2	2.7	2.3	136	88	65	19	29	31	60	18	74.5	52.9	43.0	31.2	75.1	49.3	40.2	24.7
18.	97.	84.	9.		2.4	2.0	3.5	----	107	97	53	3	16	44	51	3	62.7	44.8	38.3	----	50.5	45.2	38.8	----
32.	97.	81.	21.	3.	3.2	4.5	4.0	5.2	49	36	19	5	37	31	51	30	65.2	50.5	39.3	----	58.5	45.2	40.2	----
20.	93.	59.	10.		3.5	7.1	7.6	5.0	272	113	71	3	44	62	63	9	74.3	56.3	46.2	----	64.2	50.5	43.0	----
27.	85.	87.	13.		4.0	4.6	4.2	6.0	158	106	85	11	34	51	69	14	86.4	55.0	42.6	40.7	82.6	55.6	42.7	33.7
22.	96.	87.	11.						200	161	99	44	41	121	90	67	65.8	48.3	41.1	32.5	64.6	48.3	39.3	32.9
25.		90.	6.		----	7.6	9.9		1	3	4		2	7	13		----	----	----		----	----	----	
19.	ALL	92.			8.5	8.1	7.9	----	2	3	5		10	9	16	2	----	----	----		----	----	----	----
23.									139	82	52	5	45	31	43	3	55.5	47.7	39.3	----	57.0	47.2	38.6	----
14.	ALL				3.0	----	----		13	2	1		4		2		----	----	----		----		----	
21.					4.0	4.2	4.7	4.3	18	44	39	6	21	33	45	9	49.6	42.7	36.5	27.8	48.1	41.0	33.8	25.9
29.	ALL	94.	22.		10.8	8.1	7.6		25	13	26		7	5	11		54.4	----	36.2		49.8	----	34.6	
22.	81.	38.	13.		0.0	0.0	0.0	----	64	119	79	6	6	11	5	1	46.4	37.2	----	----	38.4	34.5	----	----
27.	88.	64.	24.		4.0	6.4	3.3	3.0	83	88	62	15	20	35	49	12	53.1	43.4	37.2	31.4	49.5	40.7	34.4	27.6
31.	92.	64.	6.		2.6	4.1	3.9	2.2	163	108	84	8	20	39	75	22	58.9	43.7	40.9	29.5	50.7	39.3	37.7	30.2
30.	92.	86.	5.		3.2	4.2	2.8	3.3	148	186	137	29	34	75	83	47	55.7	43.2	40.6	31.6	56.0	40.2	37.6	30.1
25.	13.	17.							25	13	30		5	5	14	4	----	----	33.6		----	----	31.8	----
30.	94.	78.	2.		3.5	4.8	7.0	4.5	447	207	114	5	63	109	78	11	57.0	41.0	38.5	----	51.6	37.7	36.9	----
29.	93.	96.	75.	43.					7	14	13	5	8	12	19	2	40.0	41.6	33.9	----	40.4	42.1	33.5	----
38.	99.	98.	65.	2.	4.6	5.2	5.7	6.2	218	129	58	48	112	114	80	54	48.2	38.2	31.8	26.6	45.3	36.8	30.8	26.8
19.					3.0	3.0	3.0	3.0	8	12	21	9	3	2	7	4	----	----	33.9	----	----	----	31.4	----
24.	95.	93.	4.		2.5	4.3	4.7	----	64	26	11	1	14	17	15	6	55.7	43.7	33.0	----	47.4	39.4	31.5	----
---							----				3				1				----				----	

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR AO AI IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR AO AI IN AR	(4) RATING OF AVERAGE COMP. PR AO AI IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR AO AI IN AR
FLORIDA (CONTD)						
St. Thomas University		IIA	5 1 3	43.8 48.2 35.1 ----- 40.3	5 2 4	52.0 57.0 42.1 ----- 48.0
Stetson University	154	IIA	1 3 3	62.2 43.7 37.0 ----- 47.7	1 2 3	79.4 56.1 46.7 ----- 60.5
University Central Florida	3	IIA	2 3 3 4	56.0 42.0 36.9 25.9 43.5	2 3 3 4	69.8 52.7 46.5 33.0 54.5
University of Florida	176	I	4 5 3 1	61.3 43.0 39.9 37.3 50.1	5 4 2 1	68.8 56.7 52.7 49.5 60.9
University of Miami	180	I	2 2 3 2	69.3 51.0 40.8 34.3 51.3	2 2 3 2	89.5 65.4 51.4 43.6 65.9
University of North Florida		IIB	2 2 2 2	49.8 40.5 34.3 27.8 40.8	1 1 1 2	66.3 54.4 46.2 37.6 54.7
University of South Florida		I	5 5 5 3	57.1 41.8 36.9 32.0 45.5	4 4 4 3	73.5 54.7 48.3 42.0 59.1
University of Tampa		IIB	2 1 1	49.5 42.5 37.1 ----- 41.6	2 2 2	59.3 51.3 43.8 ----- 49.7
University of West Florida	188	IIA	4 4 4 4	48.9 39.1 35.0 25.9 39.0	3 4 3 4	63.6 50.5 45.8 33.5 50.7
GEORGIA						
Agnes Scott College		IIB	1 2 1	52.7 42.1 35.6 ----- 42.6	2 2 2	65.1 52.8 44.1 ----- 52.8
Albany State College	6	IIB	3 2 2 4	44.4 39.5 33.5 24.8 37.1	3 2 2 3	57.8 51.9 43.7 32.6 48.4
Andrew College		III		----- ----- ----- ----- 26.2		----- ----- ----- ----- 30.3
Armstrong State College	6	IIB	3 3 3 4	46.2 36.7 31.5 25.5 34.7	2 3 3 4	58.8 45.7 39.1 31.1 43.4
Atlanta Metropolitan College	3	III	4 4 3 2	38.6 35.3 32.4 28.8 34.5	4 4 3 3	50.4 45.5 41.0 37.4 44.4
Augusta College		IIA	3 4 4 4	50.3 40.9 33.6 27.1 38.3	3 4 4 4	64.5 52:0 43.1 34.4 48.9
Berry College	9	IIB	2 2 2	51.5 40.3 34.3 ----- 39.9	2 2 2	65.0 51.9 43.9 ----- 50.9
Brunswick College	6	III	3 4 3 3	42.8 35.0 32.2 27.4 31.8	3 4 3 3	53.6 44.4 41.2 35.6 40.7
Columbia Theological Sem.		IIA	5	44.9 ----- ----- ----- 41.2	3	64.9 ----- ----- ----- 60.5
Columbus College	6	IIA	5 5 4	45.6 37.5 33.3 ----- 39.6	4 4 4	58.8 49.1 43.7 ----- 51.5
Covenant College		IIB	3 3 3	42.9 37.1 31.2 ----- 38.8	4 2 3	51.9 49.2 39.0 ----- 48.4
Darton College		III	4 4 3 2	38.5 36.1 32.6 29.2 33.9	4 3 3 2	49.8 46.8 42.0 37.8 43.8
DeKalb College	6	III	3 3 4 3	43.3 38.4 30.6 27.2 31.8	3 3 4 3	55.1 49.1 39.7 35.6 41.2
East Georgia College	3	III	3	----- ----- 32.8 ----- 34.4	3	----- ----- 42.1 ----- 44.4
Emory University		I	1 1 1 2	79.6 54.7 45.1 35.3 60.8	1 1 1 2	97.2 68.6 56.7 44.6 75.3
Floyd College	6	III	3 4 4 4	44.1 35.5 31.3 25.3 34.3	3 3 4 4	57.2 46.9 40.4 32.7 44.5
Fort Valley State College	6	IIB	2 3 2 2	47.1 38.2 33.9 28.9 37.9	2 2 2 2	59.6 49.0 43.9 38.0 48.7
Gainesville College	6	III	3 4 4 4	43.4 35.4 30.9 25.7 33.1	3 4 4 4	54.9 45.4 40.0 33.7 42.6
Georgia College	6	IIA	5 4 4 5	44.7 38.8 34.0 23.9 37.3	4 4 4 5	57.1 49.6 44.0 30.3 47.9
Georgia Institute of Tech.	3	I	2 2 1 5	68.4 51.7 46.2 23.6 55.8	2 2 1 5	86.2 66.5 59.4 31.5 71.1
Georgia Southern University		IIA	4 4 5 4	49.5 40.8 32.8 26.3 36.3	4 4 5 4	62.3 50.9 40.7 32.6 45.3
Georgia State University		I	3 3 4 3	66.6 47.4 39.0 28.7 50.2	3 3 4 3	81.7 59.4 49.3 37.0 62.4
Interdenominat'l Theol. Ctr.		IIA	5 4	43.4 39.2 ----- 39.6	5 4	53.9 48.7 ----- 49.3
Kennesaw State College		IIA	3 3 3 4	52.3 42.8 35.3 26.8 39.9	3 3 3 4	66.1 54.2 44.5 35.3 50.6
Macon College	6	III	4 4 4 4	42.4 35.2 31.1 26.5 32.7	3 4 4 4	53.8 44.5 39.9 34.5 41.9
Mercer University-Entire	103	IIA	2 3 3 5	55.5 42.3 35.1 25.5 43.3	2 3 4 4	68.6 53.8 43.5 32.4 54.0
Middle Georgia College	6	III	4 4 4 4	41.6 35.5 30.0 26.2 33.2	3 3 4 3	54.4 47.0 40.3 35.6 44.1
Oglethorpe University		IIB	2 1 3	51.6 45.4 32.9 45.0	2 1 3	63.0 55.0 39.0 54.6
Shorter College		IIB	4 5 4	37.0 30.8 29.4 ----- 31.7	5 5 4	43.9 36.8 35.5 ----- 37.9
Southern Coll. of Technology	3	IIB	3 3 1	45.7 38.6 36.0 ----- 39.8	2 2 1	58.7 49.6 46.0 ----- 51.1
University of Georgia		I	4 4 4 5	61.9 44.4 37.8 25.0 48.9	4 4 5 5	76.8 55.3 46.4 31.2 60.7
Valdosta State University	13	IIA	4 5 4 3	47.7 38.6 34.4 28.1 39.0	4 4 3 3	60.3 49.6 44.5 37.0 50.0
West Georgia College		IIA	4 4 3 4	46.6 39.1 35.3 26.3 39.2	4 4 3 4	59.5 50.2 45.4 34.0 50.2
HAWAII						
Hawaii Community College	177	III	1 1 1 1*	52.9 45.0 38.9 36.8 43.1	1 1 1 1*	67.5 57.9 50.5 47.9 55.6
Honolulu Community College	177	III	2 1 1 1*	51.6 46.4 41.4 37.8 43.2	2 1 1* 1*	65.8 59.5 53.4 49.1 55.6
Kapiolani Community College	177	III	1 1 1 1*	53.8 48.6 39.7 37.5 41.8	1 1 1 1*	68.4 62.1 51.4 48.7 53.9
Kauai Community College	177	III	2 1* 1*	51.2 ----- 42.2 38.2 42.1	2 1* 1*	65.4 ----- 54.3 49.5 54.2
Leeward Community College	177	III	1 1 1 1	52.3 46.6 39.3 35.6 44.0	2 1 1 1	66.6 59.7 50.9 46.4 56.6
Maui Community College	177	III	1 1 1* 1*	55.3 47.3 42.7 37.8 43.2	1 1 1* 1*	70.3 60.6 55.0 49.0 55.6
Univ. of Hawaii at Manoa	177	I	2 2 1 2	71.3 53.2 45.8 34.9 57.0	2 2 1 2	88.7 67.7 58.7 45.5 71.9
Univ. of Hawaii at Hilo	177	IIB	1 1 1* 2	57.6 46.1 41.4 29.0 46.7	1 1 1* 1	73.1 59.1 53.4 38.4 59.8
Univ. of Hawaii-West Oahu	177	IIB	2 1	51.3 ----- 39.6 44.9	2 1*	65.4 ----- 51.2 57.6
Winward Community College	177	III	2 1 1*	49.5 ----- 40.5 36.7 42.2	2 1 1*	63.2 ----- 52.4 47.8 54.3
IDAHO						
Albertson Coll. of Idaho		IIB	3 4 5	42.4 33.8 26.6 ----- 33.6	3 4 5	54.0 43.0 33.8 ----- 42.8
Boise State University		IIA	5 4 3 3	44.8 39.1 35.4 30.4 39.1	5 4 3 3	56.6 49.8 45.3 39.3 49.8
Idaho State University	83	IIA	4 5 4 3	46.6 38.2 33.7 28.2 36.8	4 4 4 3	58.8 48.7 43.3 36.8 47.1
Lewis-Clark State College	94	IIB	4 4 4	39.1 32.9 29.2 ----- 33.8	4 4 3	49.9 42.5 38.1 ----- 43.6
Northwest Nazarene College		IIB		34.1		44.8
University of Idaho		I	5 5 5 4	51.4 40.8 37.3 27.5 43.8	5 5 4 4	64.0 51.4 47.2 35.4 55.0
ILLINOIS						
Augustana College		IIB	1 1 1 1	52.7 42.5 36.2 31.3 41.8	2 2 2 1	64.8 52.3 44.9 39.9 51.7
Aurora University		IIB	3 3 2 1	43.4 37.9 33.9 33.6 37.2	3 3 3 1	52.8 46.1 40.2 39.5 44.7

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
19.	61.	9.	3.		4.0	4.0	4.0	----	17	15	23	1	6	7	14	3	45.0	47.4	35.7	----	40.2	49.9	34.0	----
27.	98.	87.	6.		4.1	3.2	4.6	----	53	33	39		8	19	26	2	63.9	44.9	39.0		51.4	41.7	34.1	----
25.	95.	89.	12.						158	164	108	11	18	43	54	31	56.8	43.1	38.0	23.9	48.5	38.1	34.8	26.6
21.	97.	87.	7.		4.2	5.5	4.5	8.8	895	583	319	11	86	138	191	38	61.9	43.4	40.9	38.2	55.1	41.7	38.2	37.1
28.	96.	77.	3.		4.9	5.3	4.9	3.6	255	151	100	9	36	49	47	11	69.9	51.3	42.8	38.1	65.4	50.4	36.6	31.3
34.	ALL	96.	18.		4.5	3.5	3.6	2.5	61	51	30	9	12	30	27	10	50.4	41.2	35.5	29.1	46.5	39.3	33.0	26.6
30.	94.	82.	5.		7.3	3.2	8.8	3.4	331	234	123	14	56	85	116	31	57.7	42.7	38.0	33.9	53.6	39.3	35.8	31.1
20.	97.	81.	7.		5.7	6.0	4.9	----	28	28	28	2	8	9	18	2	50.6	42.3	39.5	----	45.5	43.3	33.3	----
30.	98.	98.	92.		2.5	4.0	3.2	6.7	54	54	39	13	5	11	36	9	----	39.7	36.4	26.7	----	36.1	33.4	24.8
24.	95.	96.	5.		2.5	2.8	4.3	----	10	13	4		9	11	15	4	53.8	42.2	----		51.6	42.1	----	----
31.	97.	54.	49.	38.	2.3	2.6	2.2	3.3	26	16	36	2	12	8	32	6	43.6	38.7	34.7	----	46.1	41.1	32.3	----
16.					----	----	----	----	1	2	5	2	4	3		1	----	----	----	----	----	----		----
25.	95.	78.	21.						33	13	53	1	5	19	66	11	----	35.5	31.0	----	----	37.6	31.8	----
29.	ALL	ALL	42.		3.9	2.9	2.8	----	4	14	5	1	6	8	7	5	----	35.1	----	----	----	35.5	----	----
28.	90.	70.	15.		3.8	4.1	3.0	6.3	33	25	39	5	7	18	40	16	50.5	42.4	34.4	----	49.4	38.9	32.9	----
28.	92.	65.	5.		2.8	3.5	3.4	----	23	19	21	1	2	1	17	2	----	----	34.7	----	----	----	33.8	----
28.	ALL	80.	14.						4	6	12	7	2	4	9	17	----	----	32.0	27.4	----	----	32.4	27.4
47.	ALL				3.0	----		----	10	2	1	2	1	1	1		----	----	----	----	----	----	----	
30.	99.	84.	10.		2.0	5.4	5.3	----	60	33	18		15	17	33	2	46.1	37.4	35.0		43.8	37.8	32.3	----
25.	58.	8.			4.3	4.9	----	----	19	12	6					1	----	----	----					----
29.	ALL	60.	47.		3.7	2.5	3.3	9.3	10	7	12	5	3	8	18	7	----	37.2	32.0	----	----	35.1	33.0	----
29.	ALL	82.	16.						9	34	50	32	8	39	69	82	42.9	39.7	31.1	27.1	43.8	37.2	30.3	27.3
29.			18.		----	----	2.9	----		5	9	2	1		2			----	----	----		----		----	
24.	97.	77.			7.0	6.5	7.0	5.7	174	112	88		29	65	73	8	80.7	56.4	48.3		72.7	51.8	41.2	----
30.	ALL	67.	15.		2.5	4.6	3.5	3.8	11	6	14	1	6	6	13	10	46.6	36.4	31.2	----	39.6	34.6	31.3	----
28.	86.	72.	57.						30	26	26	4	7	13	23	13	48.2	38.4	35.1	----	42.4	37.8	32.4	----
29.	93.	90.	32.						8	11	13	6	7	9	21	11	43.3	36.3	32.7	26.9	43.5	34.4	29.8	25.0
28.	89.	71.	14.		6.3	6.9	3.7	5.0	34	22	41	3	13	19	39	8	45.3	38.6	35.1	----	43.3	39.1	32.8	----
27.	93.	76.	4.		2.7	2.6	3.0	0.8	229	181	139	11	6	25	28	6	68.6	52.8	46.7	24.9	60.5	44.2	43.5	21.1
25.	90.	73.	21.		3.8	3.7	3.9	5.1	87	97	139	35	18	38	115	74	49.8	41.9	33.4	26.1	47.7	37.9	32.1	26.3
24.	94.	90.	8.		4.7	4.8	5.4	4.9	222	169	125	17	36	85	116	23	67.3	48.3	40.4	26.7	62.4	45.8	37.5	30.1
25.	71.	60.			0.0	1.1	----		6	8			1	2	3		----	----			----	----	----	
27.	86.	69.	7.		3.1	4.1	5.0	3.6	42	67	45	23	27	49	66	31	54.6	43.5	37.3	26.9	48.8	41.9	34.0	26.8
28.	96.	70.	29.		3.1	3.4	3.5	4.4	20	11	25	9	6	9	37	24	43.3	36.1	30.4	27.2	39.6	34.0	31.5	26.3
25.	91.	86.	7.		6.4	6.0	6.0	3.2	69	59	43	5	7	19	38	6	55.6	42.8	35.2	----	54.3	40.7	35.0	----
33.	ALL	81.	21.		3.8	3.7	4.3	5.1	7	19	7	3		8	12	6	----	36.4	29.7	----		33.4	30.2	----
21.	ALL	78.			9.8	10.7	9.5		17	7	9		4	2	1		----	----	----		----	----	----	
20.	ALL	59.	12.		0.0	0.0	0.0	----	11	12	14	4	5	5	3	1	----	----	----	----	----	----	----	----
28.	93.	67.	13.		2.9	2.9	2.5		39	51	28	2	5	7	12	2	----	38.6	36.2	----	----	38.7	35.5	----
24.	99.	93.	6.		2.9	3.3	4.2	2.6	588	429	238	28	62	123	153	36	62.1	44.3	38.6	24.5	59.3	44.8	36.7	25.3
28.	91.	67.	27.		2.5	3.1	3.4	3.5	71	62	64	6	17	28	50	13	48.9	39.5	35.3	28.2	42.9	36.8	33.3	28.0
28.	88.	84.	22.		2.6	2.3	2.3	2.4	82	34	51	11	16	16	46	16	47.0	39.9	35.9	26.4	44.8	37.3	34.6	26.2
29.	ALL	ALL	95.	3.					17	8	9	9	7	5	10	20	53.7	----	37.9	36.3	50.8	----	39.8	37.1
29.	97.	94.	97.						22	11	21	26	8	7	9	22	51.9	47.4	42.4	39.5	50.8	44.9	39.2	35.9
29.	ALL	95.	74.						9	11	19	29	14	10	15	51	53.7	47.3	40.2	37.2	53.8	50.0	39.1	37.6
29.	ALL		95.	12.					7	3	13	10	2		6	15	----	----	42.4	38.2	----		41.7	38.1
29.	ALL	ALL	ALL	7.					31	11	12	22	18	15	8	23	52.5	47.8	39.8	35.9	51.9	45.6	38.5	35.4
29.	ALL	ALL	93.						5	10	5	12	4	5	9	18	----	----	----	36.3	----	----	----	38.8
26.	95.	82.	8.	7.					385	207	136	27	57	78	136	73	72.6	53.8	47.1	34.0	63.2	51.6	44.6	35.3
28.	98.	94.	14.						39	31	22	5	4	16	15	9	----	45.9	42.2	----	----	46.5	40.1	----
28.	ALL								6	3	5		2	1	3		----	----	----		----	----	----	
29.	92.		92.	6.					4	1	9	11	9	1	4	5	----	----	----	----	----	----	----	----
27.	94.	15.			8.3	11.0	12.9		15	15	12	1	1	5	7		----	----	28.0	----	----	----	24.1	
27.	99.	87.	20.		3.3	4.1	4.1	4.6	136	73	60	1	21	38	40	6	45.0	39.9	37.0	----	43.5	37.5	33.0	----
28.	95.	78.	8.	43.	4.4	4.8	5.7	3.4	111	72	63	79	17	27	50	41	47.1	38.5	34.6	29.2	42.9	37.4	32.5	26.4
29.	ALL	71.							28	22	21	1	11	13	14		39.1	33.4	29.3	----	39.0	31.9	28.9	
31.																								
25.	98.	89.	10.	11.	2.5	3.1	3.2	8.1	197	141	111	4	20	24	44	5	51.8	40.9	38.2	----	47.9	40.3	35.0	----
24.	ALL	86.	32.		2.8	4.0	6.2	7.2	34	20	27	5	7	8	23	13	52.7	42.5	34.6	----	53.2	42.4	38.1	----
20.					5.3	3.7	4.0	4.1	13	7	4	9	5	9	15	7	----	36.8	----	35.8	----	38.7	----	30.7

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
I L L I N O I S (CONTD)																				
Barat College		IIB	2	2	2		50.7	40.5	33.3		40.2	2	3	3		59.9	47.3	39.4		47.4
Blackburn University		IIB									31.2									37.0
Bradley University		IIA	2	2	2	3	57.0	46.4	37.8	28.7	44.2	3	2	3	4	67.9	56.2	44.9	34.4	52.9
Chicaco State University		IIA	5	5	5	5	44.6	36.9	32.0	25.1	34.5	5	5	5	5	50.9	42.5	37.1	29.6	39.9
Chicago Theological Seminary		IIA	3				54.0	-----			52.4	2				71.0	-----			69.4
College of Saint Francis		IIB	3	2	2		44.6	42.2	34.5		39.2	3	2	2		55.1	52.4	43.5		48.9
Columbia College		IIB									34.9									44.6
Concordia University		IIB	4	4	4		39.9	35.1	29.5	-----	35.1	4	4	4		48.7	43.5	37.4	-----	43.5
DePaul University		IIA	1*	1	1	1	70.2	54.3	42.7	34.1	52.4	1	1	1	2	85.7	68.1	52.7	42.0	64.8
Eastern Illinois University	60	IIA	5	5	4	5	44.2	37.3	33.3	22.4	36.4	5	5	5	5	51.5	43.8	39.3	27.3	42.8
Elmhurst College		IIB	2	2	2	1	51.5	41.3	34.6	30.5	40.1	1	2	2	2	67.0	52.9	42.1	36.8	50.6
Eureka College		IIB		3	3		-----	37.0	31.5		35.5		3	3		-----	45.8	39.0		43.8
Garrett-Evangelical Theo.Sem		IIA	3	4			52.8	41.0	-----		47.5	4	4			62.7	49.6	-----		56.6
Governors State University		IIA									42.4									49.5
Greenville College		IIB	4	4	4		37.4	33.1	29.2	-----	33.6	4	4	4		46.6	42.4	37.0	-----	42.2
Illinois Benedictine College		IIA	4	4	5		46.3	39.5	31.5		40.9	4	4	5		57.6	49.3	40.3		51.1
Illinois Central College		III	3	2	3	2	45.7	40.4	33.2	29.2	40.6	3	3	3	2	54.9	49.9	42.4	38.1	49.7
Illinois College		IIB	2	2	2		52.2	42.4	34.7	-----	42.6	2	2	3		62.1	50.3	41.0	-----	50.2
Illinois Institute of Tech.		I	3	3	1	5	68.0	48.0	45.2	25.8	51.2	3	3	2	4	83.6	60.6	55.8	34.0	63.6
Illinois State University		I	5	5	5		54.8	43.6	37.3		46.0	5	5	5		63.8	51.4	44.5		54.1
Illinois Wesleyan University		IIB	1	1	1	1	57.0	45.2	37.4	32.7	44.5	1	1	1	1	72.9	59.3	47.7	40.0	57.2
John A. Logan College		III	2	2	1	1	49.5	41.4	37.1	36.0	40.3	3	3	2	1	57.8	49.1	44.7	43.0	47.8
John Marshall Law School		IIA	1*	1*	1*		86.1	68.1	46.7		74.4	1*	1*	1*		108.7	88.7	64.2		95.6
Judson College		IIB	4	3	4		40.0	35.8	30.5	-----	35.8	4	3	4		48.6	44.5	36.6	-----	43.8
Kendall College		IIB		4			-----	35.7	-----	-----	31.9		4			-----	42.3	-----	-----	37.7
Knox College		IIB	2	2	2		50.8	41.4	34.2	-----	43.2	2	2	2		65.0	51.8	41.6	-----	54.4
Lake Forest College		IIB	1*	1	1*		64.4	47.5	40.2	-----	49.5	1*	1*	1*		84.3	65.0	54.3	-----	66.2
Lewis University		IIA	4	4	4	3	46.7	39.2	33.0	28.0	35.7	5	5	5	4	56.1	48.1	40.7	34.8	43.7
Lincoln Christian Coll.&Sem.		IIB	5	5	4		34.3	30.1	30.1		32.0	5	5	4		40.6	35.8	35.9		37.9
Loyola Univ. of Chicago	99	I	1	1	2	1	76.1	53.6	43.3	38.9	57.0	2	2	2	1	92.4	66.4	53.6	52.7	70.1
Lutheran Sch.Theol.-Chicago		IIA	4				46.3	-----	-----		44.2	4				59.3	-----	-----		56.5
McCormick Theological Sem.		IIA	5				45.0	-----	-----		41.6	5				56.6	-----	-----		52.3
McKendree College		IIB	3	2	2		43.3	39.7	34.1	-----	38.1	3	2	3		53.9	49.3	40.7	-----	46.7
MacMurray College		IIB	5	5	5	4	32.4	26.3	25.0	24.1	26.2	5	5	5	5	39.3	33.4	30.7	28.8	31.8
MacCormac College		III			5		-----	-----	25.6	-----	27.1			5		-----	-----	30.9	-----	32.6
Mennonite College of Nursing		IIB			3				32.1	-----	31.7			3				38.8	-----	37.6
Millikin University		IIB	2	2	3	3	47.8	40.9	31.3	27.2	38.6	2	2	3	3	58.3	50.1	38.3	33.9	47.2
Monmouth College		IIB	3	4	3		44.3	33.9	32.5	-----	38.1	3	4	3		54.4	41.2	38.5	-----	46.4
Moraine Valley Comm. College		III	1	1	2	2	52.5	44.4	36.4	29.2	45.7	2	2	2	3	62.2	53.4	44.9	37.1	54.9
Nat'l Coll. of Chiropractic		IIA	4	4	2	2	48.0	39.4	39.9	32.8	39.1	5	5	2	2	56.3	46.8	47.4	39.5	46.5
National-Louis University	113	IIA	4	4	4	3	49.0	40.5	33.7	29.2	34.8	5	5	5	4	56.6	47.2	39.4	34.0	40.5
North Central College		IIB	2	2	2		47.3	39.9	34.8	-----	39.8	2	2	2		58.8	50.1	43.7	-----	49.7
North Park College		IIB	4	4	4		41.5	33.7	28.5	-----	33.9	3	4	4		54.0	42.6	35.2	-----	43.1
Northeastern Illinois Univ.		IIA	4	5	3		46.0	37.8	35.9		39.4	5	5	4		52.9	43.9	41.8		45.5
Northern Illinois University		I	5	5	5	5	57.8	43.5	37.5	21.9	44.0	5	5	5	5	66.7	50.9	44.3	27.1	51.5
Northwestern University		I	1	1*	1*		86.0	59.6	49.6		71.2	1	1	1		104.5	73.5	60.2		86.8
Olivet Nazarene University		IIA	5	5	5	5	39.1	33.5	27.8	23.8	32.0	5	5	5	5	47.6	41.2	34.6	30.0	39.5
Parks Coll.of St.Louis Univ.		IIB	1	1*	1		57.6	54.0	39.6	-----	48.7	1	1*	1		69.4	66.0	48.0	-----	59.1
Principia College		IIB	3	2	2	2	46.5	40.0	34.5	28.6	39.5	3	1	2	3	57.2	54.0	41.4	33.1	49.0
Quincy University		IIB	4	3	4		37.2	37.1	28.5	-----	34.5	4	3	4		45.9	46.2	35.1	-----	42.7
Ray College of Design		IIB									28.7									32.7
Richland Community College		III	4	3		2	41.5	38.2	-----	29.2	37.6	4	3		3	49.7	46.1	-----	36.3	45.5
Roosevelt University		IIA	4	4	3		48.4	40.5	35.9	-----	41.6	4	4	3		61.0	51.7	46.4	-----	53.1
Rosary College		IIB	3	3	1		44.8	37.8	37.7	-----	38.2	3	3	1		54.3	47.9	45.4	-----	46.8
Saint Xavier University		IIA	2	2	2	3	55.1	45.2	38.8	29.4	43.9	3	3	3	3	66.7	54.8	47.1	35.9	53.1
Sangamon State University		IIA	4	3	3		49.9	43.7	37.0	-----	43.3	4	4	3		59.4	51.6	44.7	-----	51.6
School of the Art Institute		IIA	4	5	5		48.4	38.5	30.8		39.9	4	5	5		59.7	48.2	39.2		49.8
Seabury-Western Theol. Sem.		IIA	5				41.2		-----	-----	37.6	5				55.0		-----	-----	50.1
Southern Ill.Univ-Carbondale		I	5	5	5	4	56.4	43.6	35.9	26.0	42.2	5	5	5	5	65.7	51.7	43.1	31.7	50.0
Southern Ill.Univ-Edwardsvle		IIA	3	2	2	3	53.1	44.2	38.9	29.1	45.3	4	4	3	4	61.6	52.0	46.2	35.3	53.1
Trinity College		IIB		4	4		-----	34.6	29.1	-----	32.0		4	4		-----	40.6	34.7	-----	37.7
Trinity Evangelical Div.Sch.		IIA	4	4			47.6	39.1	-----	-----	42.4	5	5			55.8	45.9	-----	-----	49.7
University of Chicago		I	1*	1*	1*	1	89.4	58.6	51.5	37.4	74.2	1*	1	1*	2	110.4	72.4	63.6	46.2	91.6
Univ. of Illinois-Urbana		I	3	3	2		68.2	49.3	42.1	-----	57.0	3	4	4		78.3	57.4	49.4	-----	65.9
Univ. of Illinois-Chicago		I	3	3	3	3	65.6	47.6	41.1	32.5	51.3	4	4	4	3	75.5	55.5	48.3	38.8	59.6
Western Illinois University		IIA	3	3	4	5	50.6	42.7	35.0	24.0	42.1	4	4	4	5	58.7	50.0	41.4	29.3	49.3
Wheaton College		IIA	3	3	3		51.0	43.7	36.8	-----	45.2	3	2	3		64.0	56.9	46.1	-----	57.4
William Rainey Harper Coll.		III	1*	1*	1	1	67.9	56.0	41.3	35.1	54.6	1*	1*	1	1	79.9	66.7	49.9	43.6	65.1
I N D I A N A																				
Anderson University		IIB	4	4	3	4	41.5	34.0	31.6	24.5	34.7	3	4	3	4	53.2	42.7	38.9	30.1	43.7

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
18.	ALL	56.	14.		8.0	8.1	8.2		3	4	6		6	5	8		----	----	34.4		----	----	32.5	
18.																								
20.	ALL	84.	10.		2.1	2.8	3.9	5.4	72	70	59	11	3	18	41	19	----	47.2	37.9	31.2	----	43.0	37.5	27.2
15.	96.	82.	19.						77	39	32	8	43	26	45	6	44.9	37.7	31.3	23.5	44.1	35.7	32.5	27.4
32.	ALL								7	1			2				----	----			----			
25.									8	7	12		4	8	11		----	40.8	34.9		----	43.3	34.1	
28.																								
24.	ALL	48.							22	16	16		8	7	8	1	40.3	36.1	29.8		38.7	32.9	28.9	----
24.	97.	87.	11.		5.3	4.4	4.4	3.8	96	121	91	27	24	52	61	28	71.4	55.3	44.0	35.7	65.3	51.9	40.9	32.6
18.	97.	75.	21.		0.0	0.0	0.5	0.4	154	105	77	29	36	56	43	58	45.2	37.7	33.0	24.2	39.9	36.7	33.8	21.5
26.	ALL	ALL	38.		4.0	4.1	4.0	4.1	23	15	15	3	4	5	22	10	----	----	34.9	----	----	----	34.5	----
23.		50.			----	7.6	7.1		5	13	8			3	8		----	----	31.8			----	31.3	
19.	93.	50.			2.7	----	----		13	2	3		2	4	1		----	----	----		----	----	----	
17.																								
26.	ALL	82.	27.						23	6	11	2	4	5	4	2	----	----	----	----	----	----	----	----
25.	97.	69.							29	22	7		9	14	10		45.7	40.1	32.4		48.3	38.6	30.9	
23.	ALL	97.	89.	54.	3.9	4.4	5.0	5.1	76	21	10	11	26	16	8	13	46.4	43.2	34.7	30.7	43.7	36.8	31.2	28.0
19.	ALL	67.	7.		6.3	5.6	7.2		15	14	10		1	4	4	3	----	----	----		----	----	----	----
24.	97.	89.			4.9	3.9	5.6	5.0	86	69	50	7	7	12	23	4	67.2	47.7	44.3	----	78.0	49.5	47.1	----
18.	99.	80.	18.		6.5	7.8	7.7		242	131	146		47	56	98		55.3	44.4	38.5		52.3	41.8	35.6	
29.	97.	98.	21.		5.8	6.3	7.0	----	27	24	21	3	5	18	26	5	----	46.4	37.5	----	----	43.6	37.3	----
19.	ALL	ALL	77.	61.	4.3	3.9	5.8	5.5	17	5	5	22	3	11	8	16	----	----	----	36.2	----	----	----	35.8
28.	97.	ALL							27	4	6		3	3	5		----	----	----		----	----	----	
22.	80.	42.			5.8	6.6	----	----	9	10	5	1	1	2	1		----	----	----	----	----	----	----	
18.									1	9	1	2		2	2	2	----	----	----	----		----	----	----
26.	ALL	ALL			3.5	4.2	9.4	4.0	31	13	8	4	4	4	12	1	----	----	33.6	----	----	----	34.7	----
34.	96.	95.			4.7	5.2	5.4	----	24	15	14	2	2	7	10	3	----	49.1	41.3	----	----	44.3	38.5	----
22.	97.	60.	3.						25	16	19	22	12	4	10	30	47.3	----	33.3	28.0	45.5	----	32.6	28.0
19.	ALL	ALL	ALL		3.9	3.8	----		10	5	7		1	2			----	----	----		----	----		
23.	98.	93.	17.		6.0	6.0	5.8	----	136	152	97	4	28	78	66	2	76.9	54.8	43.5	----	72.3	51.3	43.0	----
28.	92.				3.1	----	----		13	2	1				2		----	----	----				----	
26.	23.				4.0	----	----		11	1	2		2	3	1		----	----	----		----	----	----	
23.	ALL	70.	25.						13	7	5	2	3	3	11	3	----	----	----	----	----	----	----	----
22.	ALL	89.	13.						12	6	8	22	1	3	8	9	----	----	25.9	25.1	----	----	24.1	21.6
20.									3		3		1	4	7	1	----		----		----	----	----	----
19.							3.8	----							7	4							----	----
22.	97.	71.	30.		4.0	4.0	4.0	----	32	27	24	2	2	11	22	4	----	44.3	32.8	----	----	32.3	29.6	----
22.	ALL	92.			3.1	4.4	4.8	----	19	8	7	1	1	4	4		----	----	----	----	----	----	----	
20.	ALL	ALL	88.	43.	5.0	5.0	5.0	5.0	46	28	9	5	25	30	8	9	52.9	45.6	38.8	----	51.7	43.2	33.8	----
19.	ALL	64.			----	0.0	0.0	0.0	9	13	8	10	1	1	5	6	----	----	----	32.9	----	----	----	32.5
16.	95.	86.	10.	22.	5.3	5.3	5.3	5.3	11	26	45	3	9	25	75	20	52.1	41.3	32.8	----	45.3	39.7	34.3	----
25.	ALL	70.							18	28	14	3	6	12	14	2	47.6	40.2	36.3	----	46.3	39.4	33.3	----
27.	83.	78.	39.		3.9	4.0	8.4	----	16	11	8		7	7	10	2	41.4	33.9	29.0		41.7	33.2	28.1	----
16.	ALL	90.	45.		3.3	3.5	4.3		94	46	40		45	42	31		46.8	39.9	37.5		44.4	35.6	33.9	
17.	98.	94.	12.		6.5	6.6	5.4	1.1	268	197	146	31	46	69	100	81	58.6	44.5	38.6	22.7	52.8	40.6	36.0	21.6
22.	96.	80.	0.		5.0	5.7	5.2	----	419	156	132		41	53	71		86.7	59.4	51.8		79.4	59.9	45.5	
23.	92.	77.	8.						21	9	23	6	5	13	13	2	----	33.7	28.2	----	----	33.4	27.2	----
21.	ALL	83.	31.		5.0	4.8	4.1	----	15	12	12	2			4	2	----	----	----	----			----	----
24.									13	6	11	4	7	3	2	3	48.2	----	----	----	43.2	----	----	----
24.	94.	62.	14.						16	18	11	1	2	3	3	1	----	----	----	----	----	----	----	----
14.																								
21.	ALL	ALL			5.0	3.8	----	6.7	14	5	4	8	12	1	1	3	42.4	----	----	----	40.5	----	----	----
27.	94.	90.	21.						40	40	26		10	18	16	2	49.2	41.8	36.3		45.5	37.6	35.3	----
23.	ALL	76.	35.						4	12	17	1	6	13	17	2	----	38.1	40.8	----	----	37.5	34.6	----
21.	86.	82.	15.	50.					15	30	22	1	7	48	31	5	56.2	46.0	39.5	----	52.8	44.7	38.3	----
19.	92.	82.	4.		6.8	6.3	6.0	----	44	40	24	1	6	22	22	4	50.0	44.9	38.4	----	49.3	41.5	35.5	----
25.	72.	96.			3.2	4.7	4.6		25	18	10		11	13	13		49.7	38.7	31.1		45.4	38.3	30.6	
33.	17.				2.0		----	----	6						1	1	----						----	----
18.	97.	94.	25.	3.	5.2	4.9	4.2	4.4	247	207	214	14	25	48	99	19	56.9	44.2	36.6	24.8	52.0	41.0	34.4	26.9
17.	99.	94.	24.	21.	4.4	5.6	6.7	5.9	142	92	57	7	26	34	38	17	53.7	44.9	40.8	33.9	49.4	42.4	36.0	27.1
18.		55.	15.		----	3.0	3.2	----	5	9	8			2	5	2	----	----	----			----	----	----
17.	71.	45.			3.6	3.6	----	----	16	9	5	1	1	2			----	----	----	----	----	----		
23.	ALL	77.							413	108	127	26	54	30	34	10	90.6	59.1	52.6	38.0	79.9	57.0	47.6	35.7
16.	99.	98.	2.		2.4	2.5	2.6	----	845	426	254	1	82	94	139		69.0	50.1	43.6	----	59.3	45.9	39.4	
16.	99.	95.	8.	25.	1.5	2.8	2.9	2.0	342	271	163	5	59	98	133	15	66.5	48.0	43.0	----	60.4	46.7	38.7	----
17.	99.	80.	15.		8.6	7.4	8.5	6.0	197	131	74	20	44	40	49	42	50.9	43.3	36.0	24.3	49.0	40.8	33.5	23.8
27.	96.	83.			2.9	3.0	3.8	----	59	38	23	3	8	16	9		51.3	43.7	37.4	----	48.8	43.5	35.2	
19.	ALL	ALL	77.	32.	6.0	6.0	7.2	5.6	53	28	7	7	22	25	24	27	68.5	57.1	40.1	39.2	66.3	54.9	41.6	34.1
26.	95.	60.	22.		5.0	3.1	6.0	----	39	28	23		4	17	13	14	----	35.0	32.0		----	32.3	31.1	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
I N D I A N A (CONTD)																				
Ball State University		I	5	5	5	5	51.7	41.0	33.2	22.2	38.4	5	5	5	5	66.6	53.7	43.8	29.4	50.1
Bethel College		IIB			4		-----	-----	28.5	-----	29.5			4		-----	-----	36.3	-----	37.6
Butler University		IIA	3	2	3		52.1	44.2	36.6	-----	43.9	3	3	3		65.0	55.1	44.7	-----	54.4
Calumet College of St.Joseph		IIB	5	5	5		32.4	26.4	23.5	-----	26.5	5	5	5		42.6	35.0	31.6	-----	35.3
DePauw University		IIB	1	1	1		54.0	43.3	36.1		45.2	1	1	1		69.5	57.0	46.5		58.7
Earlham College		IIB	2	2	2		51.4	39.4	33.8		44.5	2	3	2		63.9	48.3	41.4		55.1
Franklin College of Indiana		IIB	3	3	3		44.0	36.3	32.5		38.1	3	3	2		54.9	45.3	41.1		47.7
Goshen College	23	IIB	4	4	4		38.8	34.1	29.1		34.5	4	4	5		47.9	41.0	34.4		41.8
Grace College		IIB	5	5	5		32.6	26.4	22.8		28.5	5	5	5		43.9	37.2	33.4		39.5
Hanover College		IIB	1	1	1	1	55.5	43.7	37.7	30.8	43.2	1	1	1	2	68.2	53.9	45.5	35.3	52.4
Huntington College		IIB	3	3	4		43.8	36.7	30.5	-----	35.8	3	3	4		54.4	45.5	37.9	-----	44.4
Indiana State University	6	I	5	5	5	5	50.0	39.4	34.3	21.3	42.3	5	5	5	5	64.7	51.3	43.8	24.6	54.5
Indiana Univ.-Bloomington		I	3	3	3		67.4	47.9	39.9	-----	54.0	2	3	3		85.2	61.5	50.7	-----	68.5
Indiana Univ.-East		IIB		2	3		-----	40.5	32.7		34.1		2	2		-----	52.9	42.4		44.3
Indiana-Purdue U.-Fort Wayne		IIA	4	4	4	5	49.8	40.8	34.0	21.1	38.5	3	3	4	5	64.8	53.4	44.4	26.6	50.3
Indiana Univ.-Indianapolis		IIA	1	2	1		64.3	46.9	40.5	-----	46.9	1	2	2		82.0	60.4	51.4	-----	59.9
Indiana Univ. at Kokomo		IIB	2	1	1		51.9	43.2	38.0		39.7	1	1	1		66.5	54.8	48.2		50.4
Indiana Univ.-Northwest		IIA	2	2	3		54.4	44.6	35.5		41.0	2	2	3		69.4	57.5	44.9		52.2
Indiana Univ. at South Bend		IIA	2	2	2		54.4	44.5	39.1		42.0	2	2	2		69.6	57.1	49.5		53.7
Indiana Univ.-Southeast		IIA	3	4	3		52.9	40.8	36.9		42.2	3	3	3		67.9	52.6	47.0		54.0
Indiana Wesleyan University		IIB	4	4	4		39.6	34.2	29.4	-----	33.5	4	4	4		49.2	43.1	36.7	-----	41.8
Manchester College		IIB	4	4	4	3	41.2	34.0	28.9	26.1	34.0	3	4	4	4	52.7	41.6	34.8	30.9	42.0
Marian College		IIB	4	4	4		42.0	32.9	30.3	-----	33.0	3	4	4		52.0	41.1	37.9	-----	41.1
Oakland City College	125	IIB		5	5		-----	28.2	25.2	-----	26.9		5	5		-----	34.0	31.4	-----	32.8
Purdue Univ.-Main Campus		I	2	3	2	5	72.1	48.5	42.3	25.4	56.2	2	2	2	5	92.0	63.1	54.8	31.1	72.2
Purdue University-Calumet		IIA	3	4	3	5	51.9	41.3	36.4	24.8	40.5	3	3	2	4	67.7	54.1	47.9	32.2	53.0
Purdue Univ.-North Central		III	2	3	3		49.1	37.9	32.0	-----	35.9	2	3	3		64.3	50.0	42.8	-----	47.5
Rose-Hulman Inst. of Tech.		IIB	1	1*	1*		60.8	52.2	44.7		54.9	1	1*	1*		79.7	67.9	56.8		71.5
Saint Francis College		IIB		4	3		-----	33.4	31.3	-----	31.6		5	4		-----	39.3	37.1	-----	37.3
Saint Joseph's College	138	IIB	4	3	3		37.3	37.4	31.2	-----	34.4	4	3	3		48.6	47.8	40.0	-----	44.3
Saint Mary-of-the-Woods Coll		IIB	5	5	5		30.7	23.4	19.9	-----	23.2	5	5	5		38.2	29.5	24.6	-----	29.0
Saint Mary's College		IIB	1	2	2		52.4	39.1	33.1	-----	38.8	1	2	2		67.5	50.9	43.5	-----	50.5
Saint Meinrad College		IIB	5				35.7	-----	-----	-----	33.2	5				40.5	-----	-----	-----	37.6
Saint Meinrad Sch.of Theol.		IIA		5	5		-----	29.1	25.6	-----	27.5		5	5		-----	32.9	27.8	-----	30.1
Taylor Univ.,Fort Wayne		IIB		5			-----	28.7	-----	-----	28.0		5			-----	37.8	-----	-----	36.7
Taylor University		IIB	4	4	4		40.4	35.2	30.0	-----	35.5	3	3	3		55.5	48.6	38.2	-----	48.0
Tri-State University		IIB	4	4	4		39.5	32.4	29.1	-----	34.0	4	4	4		48.5	39.5	35.6	-----	41.5
University of Evansville		IIA	4	4	3		50.0	41.5	35.1	-----	41.4	4	4	4		60.2	50.5	41.5	-----	49.6
University of Indianapolis		IIA	4	4	3	2	48.7	40.8	35.8	30.5	38.2	4	4	4	4	62.0	51.5	43.3	34.9	46.9
University of Notre Dame		I	1	1	1	1*	79.8	56.2	47.0	47.2	63.7	1	1	1	1*	98.5	70.1	57.3	56.4	78.7
Univ. of Southern Indiana		IIA	4	3	2	3	49.3	42.1	37.7	28.7	38.4	3	3	2	3	63.6	54.5	47.7	36.5	49.1
Valparaiso University		IIA	2	3	3		55.9	42.3	37.2	-----	44.6	3	3	3		68.1	52.5	45.9	-----	54.8
Vincennes University		III	3	3	3	3	43.8	36.8	32.3	28.4	37.3	2	2	3	2	59.0	50.5	43.4	38.1	50.3
Wabash College		IIB	1	1	1		61.2	47.4	37.1	-----	50.1	1	1	1		77.0	60.2	48.2	-----	63.7
I O W A																				
Briar Cliff College	38	IIB	5	4	4		36.7	32.4	28.6	-----	31.3	4	4	4		47.3	41.2	35.9	-----	39.8
Buena Vista College		IIB	2	2	2	3	48.4	41.6	33.9	26.3	38.2	2	2	2	3	60.6	52.2	44.0	34.0	48.6
Central University of Iowa		IIB	3	2	2	2	46.4	41.3	33.4	28.5	39.5	3	2	3	3	57.2	50.7	40.5	33.4	48.3
Clarke College		IIB	3	3	3	4	43.6	36.1	31.2	25.5	33.8	4	3	4	4	51.2	44.5	37.9	30.3	40.7
Coe College		IIB	2	2	2		51.6	42.1	34.0		43.6	1	1	1		67.1	54.1	45.9		57.0
Cornell College		IIB	1	1	1		57.8	42.6	36.8	-----	46.8	1	2	1		69.3	53.4	46.3	-----	57.4
Dordt College		IIB	4	4	3	3	41.1	35.6	30.8	27.6	35.5	3	3	3	2	54.8	47.0	40.6	36.9	47.2
Drake University		IIA	2	2	1	3	60.1	45.8	40.9	29.4	48.1	1	2	2	3	76.2	57.8	49.6	36.3	60.0
Faith Baptist Bible College		IIB			5		-----	-----	23.6	-----	25.0			5		-----	-----	33.8	-----	38.0
Graceland College		IIB	4	4	4		41.1	33.1	30.1	-----	34.5	4	4	4		49.0	40.1	36.6	-----	41.8
Grand View College		IIB	4	5	4		38.5	32.0	29.5	-----	32.9	4	4	4		48.1	40.5	37.7	-----	41.6
Grinnell College		IIB	1*	1*	1*		64.2	51.7	40.5	-----	51.3	1	1*	1		80.9	64.1	49.6	-----	63.8
Iowa Central Community Coll.		III	5	4	2	1	37.1	35.5	35.4	33.0	34.1	5	4	3	2	44.8	43.1	42.9	40.2	41.4
Iowa State University		I	2	2	3	5	68.4	50.6	40.4	25.4	53.4	3	2	3	4	84.2	63.5	51.4	33.4	66.6
Iowa Valley Comm.Coll.Distr.	87	III	5	5	5		38.1	31.9	27.4	-----	34.0	4	5	5		47.9	40.8	35.7	-----	43.2
Iowa Wesleyan College	PNA	IIB																		
Iowa Western Community Coll.	88	III	4	5	4	4	39.0	32.3	29.0	25.9	31.7	4	5	5	4	47.8	39.8	36.0	32.6	39.2
Loras College		IIB	4	3	3	3	41.9	36.3	31.4	26.5	36.3	3	4	4	4	53.1	43.8	37.8	30.9	44.5
Luther College		IIB	2	2	2	2	47.8	39.9	34.7	30.2	40.4	2	1	2	2	63.0	54.8	44.5	38.0	53.1
Morningside College		IIB	4	4	4		38.9	33.1	30.3	-----	34.1	4	4	4		49.5	41.4	36.5	-----	42.5
Mount Mercy College	3	IIB	4	4	2	3	37.9	35.6	33.4	26.6	33.7	4	4	3	3	46.5	42.7	39.6	33.1	40.5
Mount St. Clare College		IIA									30.2									37.3
Northwestern College		IIB	3	3	3	2	43.0	37.2	31.1	28.4	34.4	3	3	3	2	53.1	47.7	39.4	35.7	43.4
Palmer College of Chiro.		IIA	5	5	5	5	43.8	36.8	29.0	24.9	33.9	5	5	5	5	51.9	44.0	35.1	30.4	40.6
St. Ambrose University		IIB	3	3	3	1	43.1	37.4	32.5	30.7	36.2	3	3	3	2	54.1	47.1	40.1	37.7	45.0

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
31.	98.	78.	16.	2.	2.3	2.8	3.3	3.2	253	117	181	42	44	43	169	113	52.0	41.2	34.2	22.4	50.1	40.3	32.2	22.2
28.			4.		----	----	5.5	----	5	3	13	1		1	13		----	----	29.2	----		----	27.8	
24.	99.	88.	4.		3.7	3.7	4.0	----	66	44	47	2	6	22	30	1	52.2	45.4	37.9	----	51.4	41.9	34.6	----
33.	ALL	83.							4	5	5		2	1	4	2	----	----	----		----	----	----	----
30.	ALL	98.	5.		3.8	5.5	9.9		45	41	19		6	16	19		54.6	43.4	35.9		49.7	43.0	36.2	
24.	ALL	92.	14.		0.7	1.3	2.7		34	8	7		10	5	15		53.3	----	34.9		45.0	----	33.3	
25.	ALL	94.			0.0	0.0	0.0		21	8	12		3	8	8		----	36.9	32.3		----	35.8	32.8	
21.	97.	58.			5.4	4.9	7.7		33	11	7		4	8	21		----	34.3	29.5		----	33.7	29.0	
39.	29.								13	7	4		1	4	2		----	----	----		----	----	----	
21.	93.	63.			4.8	5.8	5.3	4.1	25	11	25	9	3	5	10	4	----	----	38.7	----	----	----	35.2	----
24.	91.	91.	8.		1.6	2.9	5.0	----	8	8	7	2	3	3	6	1	----	----	30.7	----	----	----	30.3	----
29.	98.	78.	38.	6.	2.2	2.6	2.1	3.1	212	88	80	7	36	45	71	9	50.3	40.2	35.4	24.2	48.5	37.9	33.1	19.0
27.	96.	83.	3.		3.6	4.5	4.6	----	542	238	193	1	82	106	112		68.4	49.2	41.1	----	61.2	45.1	37.8	
30.		92.	4.		----	2.8	4.5		5	8	14			4	10		----	----	32.6			----	32.8	
30.	ALL	93.	20.		1.8	2.7	3.5	3.9	48	76	75	4	5	30	48	11	----	42.1	35.4	----	----	37.5	31.8	----
28.	98.	84.	20.		3.2	3.8	3.9		142	143	117	1	28	74	98		64.5	48.0	42.0	----	63.3	44.7	38.6	
27.	ALL	86.	14.		3.9	4.4	4.1		12	14	17		1	7	12		----	42.7	38.7		----	44.1	37.1	
27.	92.	79.	3.		4.0	3.8	3.3		23	49	20		2	14	13		----	45.3	35.5		----	42.1	35.5	
28.	ALL	79.	5.		3.0	3.3	3.3		29	44	34		3	12	23		----	45.3	40.3		----	41.4	37.4	
28.	ALL	83.			3.6	3.8	4.0		34	11	24		7	13	18		53.0	42.5	39.2		52.3	39.3	33.9	
25.	45.	26.							15	11	19	1	7	12	15	1	39.6	34.5	30.1	----	39.6	33.9	28.5	----
24.	96.	86.			2.6	2.9	4.2	3.5	22	14	12	6	2	8	5	5	----	35.3	----	----	----	31.7	----	----
24.	93.	74.	15.		5.0	5.0	5.8	----	10	10	14	2	5	13	20	3	----	34.1	30.3	----	----	32.0	30.3	----
22.					----	4.0	4.0	----	1	8	7	3	2	3	3	1	----	----	----	----	----	----	----	----
29.	99.	97.	8.	14.	3.1	3.4	3.8	8.6	558	336	275	11	45	75	125	18	73.1	49.8	44.1	24.8	59.7	43.1	38.3	25.8
31.	ALL	97.	9.		3.6	3.9	5.0	9.8	41	65	39	7	6	40	35	14	51.5	43.1	37.9	28.0	54.8	38.5	34.8	23.3
32.	ALL	92.	16.		3.0	1.7	4.8	----	7	20	19			17	13	2	----	38.5	33.1			37.3	30.4	----
30.	98.	69.			3.9	3.5	3.8		50	27	15		1	2	6		----	----	45.1		----	----	43.6	
18.		ALL	29.						3	7	10	1		1	11	4	----	----	30.9	----		----	31.7	----
29.	ALL	83.	42.		2.3	2.5	3.6	----	11	10	15		2	2	4	1	----	----	----		----	----	----	----
25.	91.	64.			-0.1	0.0	0.9	----	5	4	4		6	7	14	4	----	----	----		----	----	----	----
30.	ALL	98.	27.		5.2	5.9	5.4	----	15	21	16		6	22	36	1	52.8	40.3	33.6		51.4	38.0	32.9	----
13.	ALL								6	2	4	1		1	1		----	----	----	----		----	----	
9.		83.	44.						1	4	9	1		2		1	----	----	----	----		----		----
31.									4	7	3	1		3		2	----	----	----	----		----		----
35.	ALL	58.	8.		5.2	5.8	6.0	----	33	25	16	2	3	6	9	1	----	35.3	29.8	----	----	35.0	30.3	----
22.	96.	61.							21	27	7		2	1	3	3	----	----	----		----	----	----	----
20.	ALL	98.	22.		4.5	4.5	5.3	----	52	30	37	2	5	13	21	2	----	42.1	36.2	----	----	40.2	33.1	----
23.	88.	45.			6.0	7.1	6.8	5.6	10	23	24	6	6	15	28	13	48.8	41.2	37.3	29.9	48.5	40.0	34.5	30.8
23.	ALL	93.	2.		4.1	4.3	4.3	2.6	258	166	109	5	16	29	55	6	80.2	56.7	48.5	----	72.9	53.5	44.0	----
28.	ALL	89.	26.		3.9	4.0	4.0	3.7	29	30	36	18	6	8	22	32	49.9	42.9	38.4	29.5	46.4	39.2	36.7	28.3
23.	97.	84.	22.						63	35	45	2	4	23	29	3	----	43.9	38.5	----	----	39.8	35.2	----
35.	99.	97.	27.	7.	5.7	6.8	6.7	7.0	102	37	67	25	46	27	46	17	44.9	37.9	33.1	29.5	41.4	35.3	31.3	26.9
27.	94.	ALL			3.1	4.1	4.5		29	19	16	1	2	3	4		----	----	----	----	----	----	----	
27.	ALL	85.							12	8	14	2	4	5	14	1	----	----	28.2	----	----	----	28.9	----
27.	ALL	92.	17.	20.	0.0	0.0	0.0	0.0	17	9	20	6	3	3	10	4	----	----	34.9	----	----	----	32.0	----
22.	ALL	ALL			3.4	3.9	4.7	5.7	16	23	13	5	7	13	9	3	47.3	42.3	33.3	----	44.3	39.5	33.5	----
21.	82.	70.	24.		3.7	4.2	6.7	3.8	2	4	11	4	9	6	14	4	----	----	31.6	----	----	----	30.9	----
31.	ALL	95.	14.						25	13	14		5	8	8		----	43.5	34.5		----	39.9	33.1	
22.	ALL	91.			3.9	4.6	5.1	4.9	28	17	13	1	3	5	4	4	----	----	----	----	----	----	----	----
33.	90.	71.			7.5	7.0	5.5	7.0	28	13	13	9	2	1	3	3	----	----	----	----	----	----	----	----
25.	ALL	80.	4.		7.5	8.1	7.3	8.8	94	38	66	8	7	23	41	8	60.4	46.2	41.3	29.1	56.4	45.2	40.3	29.7
52.					----	----	----	----	5	2	4	1		1	2		----	----	----	----		----	----	
21.	ALL	55.	14.		7.0	7.3	6.7	----	23	7	15	1	3	4	14		----	----	30.3	----	----	----	29.9	
26.	ALL	52.	20.						15	13	10	1	7	18	10	1	39.0	32.0	29.2	----	37.5	32.0	29.7	----
24.	98.	94.			6.3	9.6	12.1	----	40	22	19	3	6	14	33		64.6	51.3	41.3	----	62.1	52.5	40.0	
21.									8	6	8	29	3	1	5	24	----	----	----	34.1	----	----	----	31.7
25.	ALL	97.	14.		2.4	2.4	3.5	1.4	427	259	162	30	40	94	122	54	68.8	52.3	42.6	26.1	63.7	45.8	37.5	25.0
27.					1.7	4.1	4.8	----	28	14	3		7	17	6	2	38.4	32.3	----		37.3	31.6	----	----
24.					4.0	4.0	4.0	5.4	22	20	9	11	4	12	10	16	----	33.3	30.4	27.9	----	30.5	27.8	24.6
23.	ALL	80.	10.		3.1	3.3	4.0	----	33	28	24	2	4	7	7	4	----	36.0	31.6	----	----	37.2	30.8	----
31.	98.	ALL	14.						51	17	29	4	12	9	21	12	48.4	39.7	34.6	----	45.7	40.3	34.8	----
25.	ALL	76.			3.1	2.9	4.0	----	18	15	10	1	2	14	6		----	33.0	30.6	----	----	33.3	29.7	
20.	ALL	90.	43.		----	4.0	4.0	4.0	4	12	14	1	3	8	14	7	----	35.9	33.9	----	----	35.0	32.9	----
23.																								
26.	ALL	88.	22.		4.0	4.5	4.8	5.0	9	14	20	5		2	7	1	----	----	31.2	----		----	31.0	----
20.									24	28	21	14	3	5	13	8	----	----	27.7	25.2	----	----	31.2	24.3
24.	90.	60.	14.		4.8	5.6	5.9	17.5	23	10	33	3	6	5	11	5	43.3	----	33.0	----	42.3	----	31.2	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
I O W A (CONTD)																				
Simpson College		IIB	2	3	2	2	49.1	37.7	33.9	30.0	39.4	2	3	2	2	64.5	47.3	43.4	36.5	50.4
Teikyo Westmar University		IIB		5	4	4	-----	31.4	28.9	24.6	29.2		5	4	4	-----	38.8	35.5	30.4	35.9
University of Dubuque		IIB	5	5	3		35.1	31.5	30.9	-----	32.3	5	5	4		44.3	39.2	35.8	-----	39.6
University of Iowa		I	2	2	2	1	70.6	50.9	43.2	41.0	57.9	2	2	2	1	87.2	64.3	54.9	52.2	72.3
University of Northern Iowa	182	IIA	2	2	2	2	58.6	46.9	39.0	31.6	44.7	2	2	2	3	73.0	59.1	49.1	39.2	56.1
Upper Iowa University		IIB			4	3	-----	-----	28.7	27.3	30.3			4	3	-----	-----	34.8	33.2	36.6
Waldorf College		III	5		5		32.3	-----	23.8	-----	27.9	5		5		42.8	-----	31.1	-----	37.0
Wartburg College	192	IIB	3	3	3		44.7	37.0	30.8	-----	35.8	3	3	3		56.4	46.9	38.5	-----	45.1
Wartburg Theol. Seminary		IIB	4				38.5	-----	-----		34.8	4				50.9	-----	-----		45.6
William Penn College		IIB	5	5	5	3	35.1	31.2	26.9	27.1	29.4	5	5	5	3	42.0	38.6	33.5	33.8	36.3
K A N S A S																				
Baker University		IIB	5	5	4		36.9	31.8	28.8		32.7	5	4	4		44.3	39.6	34.6		39.7
Benedictine College		IIB	5	5	5	5	33.5	31.6	27.8	23.1	29.6	5	5	5	5	37.4	36.8	32.7	26.9	34.2
Bethany College		IIB	5	5	5		33.5	28.0	24.8	-----	28.1	5	5	5		41.5	36.0	30.8	-----	35.0
Bethel College		IIB	5	5	5		32.5	28.5	26.7	-----	28.5	5	5	5		40.8	35.6	33.6	-----	35.8
Emporia State University		IIA	5	4	4	5	43.5	39.0	33.0	23.7	36.7	5	4	4	5	55.3	49.9	42.7	31.5	47.1
Fort Hays State University		IIA	5	5	5	4	44.6	37.8	32.5	27.6	37.7	5	5	4	4	55.6	47.5	41.2	35.3	47.4
Kansas State University		I	5	5	5	4	55.0	41.9	36.8	27.9	44.0	5	5	5	4	68.6	53.0	46.6	36.0	55.4
Kans.St.Univ-Coll. of Tech.		III	4	3	1	2	40.9	36.4	39.1	30.5	37.3	4	3	1	2	52.0	46.5	49.7	39.5	47.6
Kansas Wesleyan University		IIB	5	5	5		33.7	29.0	26.5	-----	29.3	5	5	5		39.4	34.3	29.9	-----	34.0
McPherson College		IIB	5	5	5		31.8	27.4	25.4	-----	27.2	5	5	5		39.7	35.3	31.3	-----	34.2
Mid-America Nazarene College		IIB	4	5	5	5	37.1	30.5	26.5	22.0	30.0	4	5	5	5	45.7	37.8	32.9	27.5	37.2
Ottawa University	126	IIB	5	5	5	4	33.8	29.2	26.4	24.4	28.4	5	5	5	5	41.0	34.8	30.9	28.3	33.8
Pittsburg State University		IIA	5	5	4		45.0	38.1	33.1	-----	37.5	5	4	4		56.7	48.4	42.5	-----	47.7
Saint Mary College		IIB	5	5	5		33.6	30.1	26.1	-----	28.2	5	5	5		39.0	35.8	31.3	-----	33.5
Southwestern College		IIB	5	5	5		34.0	31.8	27.8	-----	31.1	5	5	5		41.5	38.8	34.1	-----	38.0
Tabor College		IIB	5		5		30.4	-----	22.2	-----	25.7	5		5		38.5	-----	28.2	-----	32.6
University of Kansas-Main		I	5	5	5	4	57.9	42.2	36.7	26.6	48.5	4	5	5	4	71.4	52.9	45.8	34.3	60.3
Washburn University		IIA	2	3	4	4	59.4	43.8	33.3	27.6	45.7	2	3	4	4	71.9	54.0	41.6	34.6	56.1
Wichita State University		IIA	2	3	3	5	55.5	41.7	36.1	23.9	41.5	3	4	3	5	67.9	51.8	45.0	30.4	51.4
K E N T U C K Y																				
Alice Lloyd College		III		5	5	5	-----	28.4	23.3	20.1	24.8		5	5	5	-----	36.0	30.1	26.3	31.7
Asbury Theological Seminary		IIA	5				44.9	-----	-----		43.3	4				57.7	-----	-----		55.4
Bellarmine College		IIA	4	5	5	2	47.3	38.5	32.6	32.2	39.4	4	5	5	3	58.3	48.0	39.6	36.5	48.2
Berea College		IIB	1	1	2	2	55.2	42.8	35.5	28.5	43.6	1	2	2	4	67.5	51.8	42.1	31.5	52.5
Brescia College		IIB		4	5		-----	32.2	27.3	-----	29.9		5	5		-----	39.0	32.4	-----	35.7
Campbellsville College		IIB	5	5	5	5	34.2	27.8	25.2	22.1	27.7	5	5	5	5	42.2	35.0	31.8	28.0	34.7
Centre College		IIB	2	2	2		52.1	41.8	35.1	-----	43.1	2	2	2		65.3	51.4	42.3	-----	53.2
Cumberland College		IIB	5	5	5	4	35.4	29.1	27.2	25.4	28.6	5	5	5	4	43.8	36.2	33.7	31.6	35.5
Eastern Kentucky University		IIA	3	3	3	4	51.9	43.9	37.1	27.9	44.2	3	3	3	3	64.8	55.1	46.8	35.6	55.5
Georgetown College		IIB	4	4	4	4	39.8	33.8	29.7	24.2	34.3	4	4	4	4	49.3	41.8	35.2	29.3	42.0
Kentucky Christian College		IIB	5		4		33.4	-----	30.5		31.6	5		5		35.9	-----	31.2		33.2
Kentucky State University		IIB	3	2	3		46.0	40.3	32.9	-----	37.7	3	2	2		57.6	50.5	41.6	-----	47.4
Kentucky Wesleyan College		IIB	4	4	4		38.3	32.6	29.2	-----	32.7	4	4	4		47.4	40.4	35.8	-----	40.5
Lees College		III		5	5	4	-----	27.3	24.6	26.0	25.8		5	5	5	-----	31.3	28.3	29.8	29.7
Lexington Theol. Seminary		IIA	5				45.2	-----		-----	42.9	4				59.0	-----		-----	56.2
Lindsey Wilson College		IIB		3	5	3	-----	35.9	27.8	26.7	29.4		4	5	4	-----	42.7	33.1	31.8	34.9
Louisville Presb.Theol.Sem.		IIA	3				51.4	-----	-----		50.0	4				62.0	-----	-----		60.6
Morehead State University		IIA	4	4	5	5	47.8	39.5	32.2	24.6	37.3	4	4	5	5	60.0	49.8	41.0	31.7	47.2
Murray State University		IIA	4	4	4	3	46.2	39.6	34.2	28.8	38.3	4	4	3	3	60.1	52.0	45.1	39.2	50.3
Northern Kentucky University		IIA	3	3	4	4	50.6	42.7	35.0	26.8	38.8	4	3	4	4	62.3	52.9	43.2	32.4	47.8
Pikeville College		IIB	5	5	5		35.9	31.4	27.5	-----	30.4	5	5	5		43.4	37.7	33.2	-----	36.7
Spalding University		IIB	5	5	4		35.9	31.5	28.9	-----	31.3	5	5	5		41.6	37.0	33.3	-----	36.3
Thomas More College		IIB	5	4	5		35.2	32.4	27.7	-----	31.2	5	5	5		43.2	39.4	34.5	-----	38.2
Transylvania University	164	IIB	3	2	3		44.7	39.3	31.8	-----	38.4	2	2	2		62.7	52.6	42.4	-----	52.1
Union College		IIB	5	5	5	5	31.4	28.7	25.5	22.7	27.7	5	5	5	5	38.3	35.3	30.4	26.6	33.5
University of Kentucky		I	3	3	3	1*	63.4	47.3	41.8	42.8	52.1	4	4	3	1	76.0	57.4	50.4	50.4	62.8
Univ. of Ky.-Comm.Coll.Syst.	178	III	4	5	5	4	41.4	32.6	26.9	26.8	31.4	4	5	5	5	50.6	40.3	33.4	31.8	38.5
University of Louisville		I	4	4	5	3	58.4	44.2	36.8	29.3	47.6	4	4	5	4	71.5	54.7	44.9	35.8	58.4
Western Kentucky University		IIA	4	4	4	3	48.5	40.8	34.7	28.8	41.3	4	4	4	3	61.3	51.7	44.2	36.9	52.4
L O U I S I A N A																				
Centenary College of La.		IIB	2	3	3		49.9	38.0	32.4	-----	41.2	2	3	3		62.5	46.8	39.6	-----	51.2
Dillard University		IIB	2	3	2	3	49.4	37.3	34.2	26.6	35.0	3	4	3	4	56.7	43.7	39.8	31.0	40.6
Grambling State University		IIA	5	4	4	4	44.2	39.2	32.9	26.1	34.9	5	5	5	5	49.1	43.7	36.9	29.6	39.1
Louisiana College		IIB	4	4	3		37.5	32.4	30.8	-----	33.8	4	4	3		48.4	42.7	40.1	-----	44.0
Louisiana St.Univ.and A&M C.	98	I	4	4	4	4	59.4	43.7	37.9	26.3	46.4	5	5	5	5	71.1	52.7	46.1	31.8	55.9

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
28.	ALL	ALL	24.		2.8	3.0	3.5	2.9	23	4	9	8	2	7	8	6	----	----	34.9	31.2	----	----	32.8	28.5
23.		46.	9.		----	2.9	3.4	5.9	3	9	15	8	2	4	7	6	----	----	28.9	25.1	----	----	29.1	23.8
23.	95.	74.	50.		3.5	2.7	0.8	----	15	16	6	1	4	7	8	1	----	30.9	33.6	----	----	33.0	28.9	----
25.	99.	94.	5.		2.4	3.0	3.3	7.1	440	216	132	4	46	92	128	6	71.2	52.4	45.4	----	64.6	47.5	40.9	----
25.	99.	92.	27.	18.	1.6	1.5	1.9	2.2	131	117	123	31	24	35	103	58	59.1	47.7	40.4	32.2	55.4	44.3	37.3	31.2
21.					----	----	2.1	2.7	4	5	6	5				7	----	----	----	----				----
33.	91.								9	4	7	1	2		3		----	----	----	----	----		----	
26.	ALL	90.	14.		3.4	3.8	4.3	----	24	12	12		1	9	17	4	----	37.5	30.9		----	36.4	30.8	----
31.	ALL				3.0	----	----		7	2	2		1		3		----	----	----		----		----	
23.	63.	55.	16.						7	9	13	5	1	2	6	2	----	----	27.2	----	----	----	26.3	----
21.	ALL	78.	38.		3.8	3.7	4.9		16	15	9		2	3	7		----	----	29.6		----	----	27.7	
15.	91.	63.	31.		9.8	11.5	10.5	----	9	11	10	4	2	5	6	3	----	----	28.8	----	----	----	26.2	----
25.	ALL	78.	17.						14	8	14	2	2	1	10		----	----	25.5	----	----	----	23.9	
26.	ALL	79.							14	6	4	1	2	13	4	4	----	26.0	----	----	----	29.7	----	----
28.	97.	84.	12.		2.5	2.5	3.4	3.3	58	57	45	8	9	10	33	18	43.6	39.1	33.1	23.2	43.2	38.6	32.9	23.9
26.	95.	88.	28.		2.3	2.1	1.3	2.7	72	39	41	9	12	17	30	12	45.0	38.6	33.4	28.0	42.6	35.9	31.3	27.3
26.	98.	95.	12.	5.	2.9	3.0	3.2	3.2	280	189	167	27	25	42	92	36	55.5	42.2	38.5	29.0	49.2	40.4	33.6	27.1
28.	83.	80.	50.		2.3	2.7	----	3.0	12	10	6	7			2		----	----	----	----			----	
16.	91.	43.	10.		6.4	5.5	5.6	----	7	10	6		4	4	4	3	----	----	----		----	----	----	----
26.	ALL	56.	27.		4.6	4.8	----	----	7	10	7	3		6	4		----	27.7	----	----		27.0	----	
24.									15	10	9	3	3	2	15	3	----	----	27.2	----	----	----	26.1	----
19.	92.	83.	9.		5.5	4.6	5.0	5.1	10	9	12	3	3	3	10	5	----	----	27.0	----	----	----	25.5	----
27.	ALL	95.	20.		2.8	3.2	3.5	----	81	61	41	2	22	15	29	2	45.8	39.2	34.1	----	42.1	33.8	31.7	----
19.	80.	82.	33.						5	4	4	1	5	7	11	4	----	----	----	----	----	----	----	----
22.	75.	20.			3.3	3.3	3.3	----	13	6	3		3	4	7	3	----	----	----		----	----	----	----
27.	88.				3.0	----	3.0	----	7	3	5	2	1	2	3	1	----	----	----	----	----	----	----	----
24.	ALL	97.	5.	50.	2.6	2.9	2.8	----	425	220	125	2	49	77	79	4	58.5	42.8	37.4	----	52.9	40.4	35.5	----
23.	ALL	78.	39.		5.1	5.3	4.6	4.2	61	31	25	7	15	24	34	4	59.4	44.0	33.2	----	59.2	43.5	33.4	----
24.	99.	92.	27.		2.6	3.3	3.6	4.1	97	108	108	13	4	46	80	11	----	43.1	37.7	24.5	----	38.6	34.0	23.2
28.									4	6	3	6	1	1	6	5	----	----	----	----	----	----	----	----
28.	92.								24	4	1		1	1			----	----	----		----	----		
22.	ALL	ALL	19.		3.0	3.6	3.0	----	24	12	13	4	8	6	14	3	48.5	38.0	32.4	----	43.8	39.6	32.7	----
21.	ALL	95.	19.						30	25	13	1	2	18	18	5	----	43.3	35.4	----	----	42.1	35.5	----
19.		90.	21.		----	8.2	0.9	----	3	7	10	1	1	3	4	3	----	----	----	----	----	----	----	----
25.	92.	64.	25.						12	9	11			2	5	7	----	----	----			----	----	----
23.	96.	67.			3.8	3.0	3.8	----	22	18	12	2	5	3	9	2	----	----	35.0	----	----	----	35.2	----
24.	88.	48.	28.						15	15	20	9	2	8	12	11	----	29.8	27.7	25.8	----	28.0	26.4	25.0
25.	97.	74.	45.		4.0	4.7	4.6	4.5	178	83	75	10	59	52	110	19	50.0	44.9	38.8	28.2	57.4	42.3	35.9	27.7
22.	97.	72.	11.	17.	0.8	2.3	2.3	----	22	9	12	1	7	9	7	5	39.9	35.1	30.0	----	39.3	32.6	29.2	----
5.									11	4	6		2		4		----	----	----		----		----	
26.	85.	60.	27.						25	25	32	4	1	10	20	1	----	41.0	34.5	----	----	38.4	30.4	----
24.	ALL	56.	27.		3.3	2.1	3.1	----	17	11	7			7	4	5	----	31.7	----			33.9	----	----
15.		29.	11.						1	2	4	1		5	5	6	----	----	----	----		----	----	----
31.	ALL								7	2		1	1	1		1	----	----		----	----	----		----
19.					----	0.4	0.8	0.8	2	7	7	10			4	8	----	----	----	27.2			----	26.1
21.	ALL								7	2	1		1		2		----	----	----		----		----	
27.	92.	83.	34.	22.	3.0	3.0	3.0	3.0	80	61	68	7	7	28	55	30	47.9	39.6	32.6	23.9	46.0	39.1	31.8	24.8
31.	98.	88.	24.		2.1	2.1	4.1	4.4	88	80	54	1	7	21	47	6	46.4	40.3	35.5	----	43.8	36.7	32.8	----
23.	ALL	98.	11.		5.8	6.3	6.2	6.6	64	60	54	4	19	36	36	10	50.9	43.2	36.4	----	49.6	41.8	32.8	----
21.									6	12	8		2	13	7	3	----	32.6	28.1		----	30.2	26.7	----
16.	73.	68.	15.		3.8	4.4	5.3	----	7	9	7		8	13	19	3	34.6	31.8	30.8		37.1	31.3	28.1	----
22.	ALL	77.	22.		3.5	5.2	3.9	----	12	18	8			12	10	1	----	34.2	25.2			29.5	29.7	----
36.	ALL	92.	17.		4.0	4.0	4.8	----	15	19	8	1	3	6	10	1	----	40.3	32.4	----	----	36.0	31.3	----
21.	91.	45.	13.		6.3	6.3	5.5	5.2	6	12	7	5	5	8	1	4	----	29.5	----	----	----	27.5	----	----
21.	ALL	99.	1.		3.5	3.6	3.5	----	423	318	185	1	47	98	123	5	63.9	47.9	42.7	----	58.5	45.0	40.5	----
23.	ALL	ALL			3.3	4.3	3.6	2.7	99	143	161	62	87	181	175	102	42.1	32.8	26.9	26.8	40.6	32.5	26.9	26.8
23.	99.	87.	5.	8.	2.2	2.9	4.3	9.6	237	144	81	4	39	64	88	8	58.9	45.8	37.0	----	55.2	40.7	36.6	----
27.	ALL	82.	19.		6.5	7.1	5.6	4.0	188	91	74	21	35	44	70	22	49.2	42.1	36.5	29.3	45.1	38.1	32.8	28.2
24.	93.	65.	6.		2.0	2.0	2.0	----	24	15	10	1	4	5	6	1	----	----	31.6	----	----	----	33.7	----
16.	25.	33.			4.4	4.6	4.7	4.1	5	8	31	3	3	7	28	7	----	39.9	35.0	----	----	34.3	33.3	----
12.	ALL	90.	31.	2.					39	36	64	21	9	12	60	24	44.9	37.4	34.3	27.8	41.2	44.3	31.3	24.6
30.	ALL	77.	22.		4.1	6.0	5.8	----	20	8	10		5	5	8	4	----	----	32.1		----	----	29.2	----
20.	99.	92.	3.		0.3	0.6	1.2	0.5	515	321	229	66	46	66	84	112	59.9	44.2	38.5	27.4	54.6	41.2	36.1	25.7

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
LOUISIANA (CONTD)																				
Louisiana St.Univ.Alexandria		III	4	5	5		39.1	32.7	27.7	-----	32.2	5	5	5		45.1	39.2	33.1	-----	38.1
La. State Univ. at Eunice		III	4	4	4	4	38.9	35.2	30.7	27.0	31.4	4	4	4	4	47.7	43.3	37.5	33.0	38.4
Louisiana St.Univ.Shreveport		IIA	5	4	4	5	45.8	41.4	33.7	24.0	38.5	5	4	5	5	53.9	49.8	40.3	28.6	45.8
Louisiana Tech University		IIA	4	4	4	5	47.2	40.8	34.4	22.8	39.1	5	4	4	5	54.9	49.4	41.8	27.8	46.7
Loyola University		IIA	2	2	2		59.3	45.1	39.3	-----	47.6	2	3	2		72.8	56.0	48.2	-----	58.7
McNeese State University		IIA	5	5	5	5	45.6	37.4	32.3	25.2	36.3	5	5	5	5	55.4	45.8	39.8	31.5	44.6
Nicholls State University		IIB	3	3	3	4	44.0	36.1	31.6	25.2	33.8	3	4	3	4	53.5	43.9	38.5	30.6	41.2
Northeast Louisiana Univ.	3	IIA	5	5	5	5	45.9	37.6	32.5	23.7	34.3	5	5	5	5	55.9	45.8	39.6	28.7	41.8
Northwestern State Univ.	122	IIA	5	5	5	4	41.8	36.0	31.2	26.3	33.5	5	5	5	5	50.0	43.2	37.5	31.7	40.3
Our Lady of Holy Cross Coll.		IIB		5	3	2	-----	30.6	32.5	30.0	31.4		5	3	2	-----	37.8	40.0	36.4	38.5
Southeastern Louisiana Univ.		IIA	4	4	4	5	46.8	40.5	32.9	25.1	34.8	5	4	5	5	56.6	48.6	39.8	30.1	42.1
Southern Univ.A&M Coll.-Main		IIA	5	4	4	4	45.5	39.2	33.6	26.9	36.7	5	5	5	4	53.8	46.4	39.8	32.1	43.4
Southern Univ.Shrvpt-Bossier		III		5	5	3	-----	30.8	28.9	27.9	28.9		5	5	5	-----	34.9	32.8	31.8	32.9
Southern Univ.at New Orleans		IIB	4	4	4	4	40.6	32.9	29.8	25.5	32.0	4	4	4	4	48.7	39.7	36.1	31.2	38.7
Tulane University		I	2	2	3		71.3	51.4	41.8	-----	56.4	2	2	3		87.6	64.6	51.4	-----	69.9
University of New Orleans		IIA	3	5	3	5	51.2	37.8	35.2	22.4	40.4	4	5	4	5	60.9	45.3	42.3	27.3	48.3
Univ. Southwestern Louisiana		I	5	5	5	4	53.3	40.9	35.9	27.1	40.2	5	5	5	5	63.3	49.3	43.4	32.8	48.3
Xavier University of La.		IIA	5	4	4	5	45.9	38.9	33.2	24.6	35.2	5	5	5	5	54.6	45.6	38.6	28.5	41.3
MAINE																				
Andover College		III						-----	-----		25.9						-----	-----		29.6
Bates College		IIB	1*	1	1*	1*	67.1	49.0	40.4	38.0	51.8	1*	1	1	1*	82.4	60.0	49.4	46.3	63.5
Bowdoin College		IIB	1*	1*	1*		73.8	52.7	41.8	-----	55.4	1*	1*	1		91.8	65.1	50.3	-----	68.2
Colby College		IIB	1*	1*	1		74.5	51.5	38.3	-----	52.4	1*	1	1		90.4	62.2	45.3	-----	62.9
Husson College		IIB	4	3	4	5	40.7	35.8	30.2	23.3	33.4	4	4	5	5	45.4	40.1	33.8	26.2	37.4
Maine Maritime Academy		IIB	3	3	3		43.5	37.4	31.6	-----	35.9	3	2	2		57.4	50.5	43.8	-----	48.7
Saint Joseph's College		IIB		4	4		-----	32.1	28.3		29.5		5	4		-----	39.1	35.3		37.0
Thomas College		IIB		4	4		-----	33.8	29.7		31.8		4	5		-----	40.4	34.1		37.4
Unity College		IIB	5	5	5		35.5	26.1	26.1		28.5	5	5	5		41.8	31.3	31.3		34.0
Univ.of Maine at Augusta		III	3	4	4		43.5	35.9	29.8	-----	36.6	3	3	4		55.6	46.6	38.9	-----	47.2
Univ.of Maine at Farmington		IIB	3	4	4	2	46.4	34.8	29.2	29.0	38.5	2	3	4	2	59.4	44.8	37.7	37.4	49.6
Univ.of Maine at Fort Kent		IIB	3	4	3		43.6	34.7	32.0	-----	35.6	3	4	2		55.5	44.2	41.5	-----	45.6
Univ.of Maine at Machias		IIB	3	4	4		46.5	35.5	28.4		36.0	3	3	4		58.2	45.9	36.6		46.2
Univ.of Maine at Orono		I	5	5	5	4	57.4	43.6	36.6	26.0	44.9	4	4	5	4	71.6	55.2	46.3	33.2	56.6
Univ.of Maine at Presque Isl		IIB	3	4	4		43.9	35.4	30.2	-----	34.3	3	3	3		56.2	45.3	38.9	-----	44.0
Univ.of Maine at Southern	179	IIA	2	3	3	3	58.4	43.9	36.2	29.5	45.9	2	3	3	3	72.4	55.8	45.9	38.0	57.8
University of New England		IIA	5	5	5		45.0	38.0	32.3	-----	35.4	5	5	5		54.5	46.8	39.6	-----	43.4
Westbrook College		III	5	5	5		37.8	32.7	26.2	-----	30.5	5	5	5		45.0	39.0	31.6	-----	36.5
MARYLAND																				
Allegany Community College		III	3	3	3		44.9	37.6	32.2	-----	36.6	3	3	3		57.6	48.7	41.9	-----	47.4
Anne Arundel Community Coll.	13	III	2	2	2	2	51.0	42.1	34.3	29.6	42.1	2	2	2	2	65.1	54.3	45.0	39.4	54.4
Baltimore City Comm. College		III	4	4	4		40.5	34.7	29.2	-----	33.3	3	3	4		54.9	47.1	40.3	-----	45.6
Bowie State University		IIA	3	3	4	2	51.0	43.3	34.9	30.8	40.1	3	3	3	2	64.7	55.4	45.2	40.2	51.5
Capitol College		IIB		4			-----	34.4	-----		35.2		4			-----	40.6	-----		41.6
Catonsville Community Coll.		III	2	1	2	3	52.0	44.0	35.4	27.2	42.7	1	1	1	2	68.8	58.8	48.2	38.1	57.2
Cecil Community College	13	III	3	2	2	4	45.9	42.8	36.0	25.6	37.8	3	2	2	4	57.8	52.7	45.7	32.7	47.6
Charles County Comm. College	44	III	2	3	3		47.0	38.3	32.4	-----	39.5	2	3	3		60.4	50.2	41.7	-----	51.1
Chesapeake College		III	3	2	1	2	43.1	40.6	39.3	30.4	37.8	3	2	1	2	56.0	53.0	51.4	40.7	49.6
College of Notre Dame of Md.		IIB	3	3	3		44.3	37.7	30.9	-----	36.2	4	4	4		49.3	44.1	36.5	-----	41.9
Columbia Union College		IIB	5	5	4		30.8	29.7	29.3	-----	29.6	5	5	5		34.4	32.9	32.5	-----	32.9
Coppin State College		IIB	1	1	1		55.7	43.5	36.6	-----	43.1	1	1	1		70.7	55.9	47.6	-----	55.4
Dundalk Community College		III	2	2	2		50.1	41.6	34.0	-----	40.0	1	2	2		67.4	56.7	47.3	-----	54.8
Eastern Christian College		IIB					-----		-----		-----					-----		-----		-----
Essex Community College	13	III	1	2	2	3	52.3	42.4	35.0	28.0	43.9	1	2	2	2	68.5	56.4	47.4	38.7	58.2
Frederick Community College		III	2	2	2		48.1	40.9	35.6	-----	38.5	2	2	2		62.7	53.8	47.3	-----	50.9
Frostburg State University		IIA	4	3	3	2	49.8	42.3	36.6	30.7	41.6	3	3	3	2	64.6	53.8	46.8	39.4	53.0
Garrett Community College		III		5			-----	30.3	-----		30.5		4			-----	41.2	-----		41.4
Goucher College		IIB	1	3	1		52.9	38.7	35.8	-----	41.1	1	2	1		66.1	48.9	45.2	-----	51.8
Hagerstown Junior College	13	III	2	3	4		46.9	38.3	30.6	-----	41.3	2	2	4		61.6	50.4	40.0	-----	54.1
Harford Community College	13	III	2	1	1	2	51.6	46.0	40.8	29.7	44.4	1	1	1	2	68.0	61.6	52.8	39.0	58.7
Hood College		IIA	3	3	3		51.6	42.5	35.2	-----	40.2	3	3	4		66.5	53.0	43.4	-----	50.2
Howard Community College		III	1	2	2	2	53.4	42.5	35.3	30.7	39.4	1	2	2	2	70.2	54.3	44.4	40.0	50.6
Johns Hopkins University		I	1	1	2	1	79.8	54.2	43.5	38.2	59.3	1	2	2	1	97.2	67.7	55.1	48.7	73.4
Loyola College in Maryland		IIA	1	1	2		63.2	50.0	39.7	-----	48.2	1	1	2		80.2	64.0	51.1	-----	61.7
Maryland Coll.of Art&Design		III					-----	-----	-----		-----					-----	-----	-----		-----
Maryland Inst.College of Art		IIB									34.4									41.9
Montgomery Coll.of Rockville		III	1	2	1		53.3	42.8	37.7	-----	48.0	1	2	2		70.3	54.4	47.4	-----	62.5
Montgomery Coll. Germantown		III	2	2	2		48.8	40.3	35.7		44.1	2	2	2		59.6	51.1	45.5		54.6
Montgomery Coll. Takoma Park		III	2	2	1		51.5	39.9	37.2	-----	45.8	2	3	2		66.8	49.6	46.6	-----	58.4

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
19.	ALL	94.	19.		0.0	0.4	0.7	----	12	18	4	1	1	15	12	4	----	32.7	----	----	----	32.7	----	----
22.	ALL	85.	28.		----	3.0	2.0	1.0	5	8	13	12	1	5	12	6	----	----	30.6	27.6	----	----	30.8	26.0
19.		98.	86.	33.	0.0	0.1	0.6	1.7	48	24	27	6	5	13	21	12	----	43.2	34.0	23.6	----	38.0	33.3	24.2
20.		96.	96.	21.	0.0	0.1	0.7	1.8	112	72	75	12	17	21	56	24	48.2	42.5	36.9	22.2	40.6	34.8	31.0	23.1
23.		96.	86.	9.					60	75	21	1	17	28	24	1	60.3	45.7	39.5	----	55.9	43.6	39.1	----
23.		95.	84.	21.					69	47	58	12	7	30	46	21	45.7	37.6	33.1	26.1	45.0	37.0	31.2	24.7
22.	ALL	91.	44.		0.4	0.4	0.1	0.5	59	47	39	18	13	20	43	22	44.5	36.1	32.7	25.9	42.0	36.1	30.6	24.6
22.		99.	91.	17.					79	74	90	32	9	28	69	68	46.0	37.8	34.0	24.5	44.6	36.9	30.5	23.3
20.		89.	74.	10.	3.				31	31	39	12	13	16	59	22	42.3	35.4	32.1	29.8	40.6	37.1	30.6	24.3
23.										7	1	2	1	2	8	4		----	----	----	----	----	----	----
21.	ALL	91.	19.		0.3	0.6	0.1	0.5	59	41	75	24	9	27	88	66	47.0	40.6	33.4	25.1	45.6	40.4	32.5	25.1
18.		92.	77.	62.	17.				74	61	87	10	26	27	123	38	46.4	40.3	36.0	28.9	43.0	36.6	31.9	26.4
14.			86.	79.	3.				2	4	5	10	1	3	9	22	----	----	----	26.6	----	----	----	28.5
21.		87.	82.	42.					16	15	36	8	7	7	28	3	39.7	31.1	29.9	----	42.5	36.8	29.6	----
24.		97.	86.	4.		1.9	2.1	1.6	----	152	121	83	1	20	45	32	2	72.6	51.8	43.5	----	61.1	50.3	37.3	----
20.		98.	87.	7.						166	91	80	26	33	37	36	41	52.3	38.4	36.2	22.3	45.6	36.2	33.0	22.4
20.		97.	87.	23.	3.	3.6	2.7	0.3	0.0	126	104	103	29	21	32	64	69	54.4	41.2	37.6	26.3	46.8	40.0	33.1	27.4
17.		89.	54.	7.		3.3	5.3	5.8	4.5	26	26	58	16	11	15	33	18	46.9	38.8	33.1	24.8	43.5	39.1	33.5	24.3
14.							----	----	----		1	1			4	3			----	----			----	----	
23.	ALL	74.				6.0	8.0	8.0	7.4	39	18	26	4	6	13	19	2	67.5	49.1	40.9	----	64.9	48.9	39.7	----
23.		98.	95.			6.0	3.8	5.1	----	36	26	13	3	5	14	22	1	----	54.1	41.8	----	----	50.0	41.8	----
20.	ALL	79.				5.8	6.0	7.1	----	38	19	32		5	14	28	4	----	53.7	38.9		----	48.6	37.6	----
12.	ALL	62.								8	7	2	3	4	6	16	3	----	37.1	----	----	----	34.4	----	----
36.										12	11	20	2	1	3	4		----	----	----	----	----	----	----	
25.		88.	36.			----	4.0	4.0		2	4	12		2	4	21		----	----	27.2		----	----	29.0	
17.										2	6	2			1	6		----	----	----			----	----	
19.										7	6	11		1	1	5		----	----	----		----	----	----	
29.	ALL	86.				0.0	0.0	3.5	----	20	10	8	1	4	11	7	3	----	38.0	31.1	----	----	34.1	28.3	----
29.	ALL	77.	8.			0.0	0.9	1.4	1.2	38	17	6	4	9	9	7	10	47.2	35.6	30.4	----	42.8	33.1	28.1	----
28.	ALL	80.	8.			0.0	0.7	0.6		7	5	7	1	2	5	5	1	----	----	----	----	----	----	----	----
28.	ALL	92.				0.0	0.0	1.6		6	17	5		1	7	3		----	34.3	----		----	38.4	----	
26.	ALL	95.	3.	5.		0.0	0.1	1.1	0.6	110	140	46	6	12	57	56	13	58.4	44.9	39.6	27.1	47.8	40.4	34.1	25.5
28.	ALL	ALL	12.			0.0	0.3	0.2	----	12	14	14	1	3	5	11	3	----	----	31.1	----	----	----	29.1	----
26.		99.	94.	3.		0.1	0.2	1.5	2.3	66	101	35	2	12	43	26	5	59.3	44.9	36.7	----	53.2	41.7	35.5	----
23.	ALL	59.	3.			9.0	9.8	7.4	----	9	13	14	1	2	9	25	3	----	38.0	31.9	----	----	38.0	32.5	----
20.										3	5	3		3	4	7	1	----	----	----		----	----	----	----
29.	ALL	77.	63.							14	10	16	1	7	12	19	2	45.5	39.5	31.9	----	43.6	36.1	32.4	----
29.	ALL	89.	20.							48	29	20	7	24	27	29	14	51.4	42.9	34.6	29.9	50.3	41.3	34.1	29.4
37.										21	11	19	2	13	10	41	1	41.1	34.9	29.9	----	39.6	34.5	28.9	----
28.	ALL	82.	33.			2.6	3.2	2.4	9.5	21	18	33	2	10	10	18	12	50.6	44.4	35.7	----	51.7	41.3	33.6	----
18.						----	0.0	----		4	5	4		1	2	1		----	----	----		----	----	----	
34.	ALL	99.	58.	6.						41	39	16	10	9	29	24	7	52.5	44.3	36.0	27.7	49.5	43.5	34.9	26.5
26.		73.	33.	36.		3.7	3.8	5.7	2.6	8	3	6	6	7	6	5	6	48.7	----	----	25.4	42.7	----	----	25.7
29.		82.	60.	5.		4.5	5.7	6.2	----	18	13	8		10	7	14	2	47.3	38.5	33.0		46.3	37.7	32.0	----
31.		69.	40.	29.						11	6	2	6	2	4	5	5	----	----	----	----	----	----	----	----
16.		79.	32.							6	10	9		13	15	20	3	45.1	37.7	33.0		44.0	37.7	30.0	----
11.										15	5	3	2	2	4	8	3	----	----	----	----	----	----	----	----
29.		96.	81.	69.						17	18	18	1	9	14	18	3	54.1	42.6	38.5	----	58.5	44.7	34.7	----
37.	ALL	90.	38.							7	12	8	1	5	9	13	2	----	41.2	34.8	----	----	42.0	33.6	----
---										1		1				1		----		----				----	
33.	ALL	ALL	65.							40	32	15	4	20	26	16	5	53.2	43.6	36.6	----	50.5	41.0	33.5	----
32.		7.								5	17	11	2	1	12	15	3	----	41.8	36.6	----	----	39.6	34.9	----
28.	ALL	95.	43.	25.		1.2	1.2	2.4	2.6	65	42	40	3	11	14	30	5	50.4	43.4	37.6	----	46.5	38.9	35.3	----
36.										2	3	3		2	3	1		----	----	----		----	----	----	
26.		95.	89.	4.		4.5	4.5	4.6	----	13	10	6	2	8	17	17	2	52.5	37.3	37.5	----	53.7	39.5	35.2	----
31.	ALL	33.	10.			4.1	5.2	4.1	----	23	3	3		11	6	7	3	48.3	----	----		44.0	----	----	----
32.	ALL	93.	78.	29.						9	26	6	3	4	17	12	4	----	48.0	44.2	----	----	43.1	39.1	----
25.	ALL	86.	20.			3.2	3.3	3.8	----	8	8	16		6	13	24	1	52.8	42.0	36.3		50.0	42.7	34.4	----
29.						1.8	2.1	3.5	3.9	9	8	8	3	6	21	17	12	56.9	44.1	36.1	----	48.3	41.9	34.8	----
24.		96.	2.							284	79	90	12	46	31	70	40	80.5	54.2	45.2	39.5	75.6	54.2	41.4	37.9
28.		94.	97.	26.		3.8	3.8	4.9	----	43	55	50		7	21	39	5	64.5	50.4	40.8		55.2	48.7	38.2	----
---										1		1			1			----		----			----		
22.																									
30.		77.	7.	2.		3.5	3.5	3.5	----	104	25	13	3	50	30	32	1	54.0	43.3	39.3	----	51.9	42.3	37.1	----
24.		39.				3.5	3.5	5.7	----	23	4	6		8	11	5		49.6	----	----		46.5	----	----	
28.		49.				3.5	3.7	3.5	----	23	7	4		24	18	8	2	52.5	40.1	----		50.6	39.9	----	----

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
MARYLAND (CONTD)																				
Morgan State University		IIA	2	1	1	1	59.4	51.7	43.9	36.2	45.0	2	1	1	1	74.3	65.1	55.8	46.8	57.1
Mount Saint Mary's Coll.&Sem		IIB	3	3	3		46.5	38.4	31.1	-----	35.8	3	3	3		56.3	48.7	38.2	-----	44.8
Peabody Institute of the JHU		IIB									37.5									49.9
Prince George's Comm.College		III	1	1	3		52.3	44.0	33.0	-----	48.0	1	1	2		67.4	57.4	44.2	-----	62.1
Saint John's College-Main		IIB									43.7									57.2
St.Mary's Coll.of Maryland		IIB	1	1	2	1	56.0	42.6	34.7	31.9	42.6	1	2	2	1	68.6	53.3	43.0	38.9	52.6
Salisbury State University		IIA	2	2	3	2	54.3	44.5	35.7	31.9	40.4	3	2	3	2	67.9	56.2	45.8	41.3	51.3
Towson State University		IIA	3	3	2	2	53.1	43.3	38.8	30.7	43.9	2	2	2	2	69.2	56.5	50.5	40.0	57.3
U. S. Naval Academy	3	IIB	1	1	1	2	59.5	45.5	37.7	29.0	49.2	1	1	1	2	72.1	55.6	46.6	36.5	60.0
University of Baltimore		IIA	1	1*	1*		68.0	56.0	49.0		58.2	1	1	1*		83.3	69.3	61.2		71.9
Univ.of Maryland-Coll. Park		I		2	3	3	70.3	48.7	40.6	30.2	53.9	2	3	3	3	86.5	60.8	50.5	38.8	66.9
Univ.of Md.Balto Prof.Schs.		I		1	1	2	77.1	55.1	42.8	33.1	55.2	2	1	2	2	94.1	69.0	54.5	42.7	68.9
Univ.of Maryland-Balto.Co.		I		3	4	4	63.8	45.5	39.5	28.9	46.4	3	4	4	3	78.3	57.1	49.1	37.1	57.7
Univ.of Maryland-Estrn Shore		IIA	4	2	2		50.0	45.5	38.8	-----	37.9	3	2	2		63.0	57.2	49.3	-----	48.2
Villa Julie College	PNA	III																		
Washington Bible College		IIB					-----	-----	-----		29.9					-----	-----	-----		35.7
Washington College		IIB	2	2	2		49.6	41.9	34.8		44.3	2	2	2		63.7	53.2	42.1		56.2
Western Maryland College		IIB	2	3	3		47.7	37.9	31.3	-----	41.2	2	2	3		61.2	48.9	40.0	-----	53.0
Wor-Wic Community College		III		3	2	3	-----	36.9	34.8	27.6	33.5		4	3	4	-----	45.5	42.5	34.6	41.3
MASSACHUSETTS																				
Amherst College		IIB	1*	1*	1*		72.6	51.6	42.5		61.0	1*	1*	1*		91.7	66.1	54.6		77.4
Andover Newton Theol. School		IIA	4				47.8	-----	-----		43.5	3				65.7	-----	-----		60.1
Anna Maria College		IIB	4	3	3		40.7	36.4	31.8	-----	34.1	4	3	4		49.9	47.0	37.7	-----	41.6
Assumption College		IIB	2	2	3		47.9	40.0	32.5	-----	38.5	2	2	2		61.0	51.8	41.3	-----	49.2
Babson College		IIB	1*	1*	1*		78.7	61.3	55.7	-----	63.3	1*	1*	1*		97.5	76.9	70.0	-----	79.0
Bentley College		IIA	1*	1*	1*	1*	71.7	56.6	49.3	41.6	57.5	1*	1*	1*	1*	89.4	70.8	59.9	50.4	71.2
Berklee College of Music		IIB	2	2	3		50.4	40.2	32.9	-----	38.1	2	2	3		60.5	49.1	40.5	-----	46.6
Boston College		I	1	1	1*	1*	78.4	56.9	49.6	50.2	61.4	1	1	1	1*	96.4	71.7	60.4	61.2	76.1
Bradford College		IIB	3	4	3	5	44.7	35.2	31.0	22.6	34.6	3	3	3	5	55.7	45.0	38.4	27.6	43.5
Brandeis University		I		2	3	3	68.7	49.3	40.3	-----	55.0	2	3	4		85.9	61.9	49.6	-----	68.6
Bridgewater State College		IIA	3	3	2	3	51.7	44.0	40.0	30.4	46.8	3	2	1	2	67.2	58.3	54.2	43.0	61.7
Clark University		IIA	1	2	2		66.3	46.9	39.5		52.2	1	2	2		82.2	59.3	48.8		65.1
College of the Holy Cross		IIB	1*	1*	1*		69.5	50.6	40.6	-----	51.9	1*	1	1		87.5	62.7	50.0	-----	64.4
Coll.of Our Lady of the Elms		IIB	3	4	4		43.1	35.3	30.5	-----	34.2	3	4	4		52.4	42.9	37.1	-----	41.5
Emerson College		IIA	1	1	2		66.9	50.2	38.6	-----	48.8	1	1	2		87.4	65.2	49.4	-----	63.2
Endicott College		III	5		4		34.9	-----	30.7	-----	32.1	5		4		46.3	-----	40.3	-----	42.3
Fitchburg State College		IIA	3	3	2	3	51.2	42.9	39.5	29.9	44.4	3	3	2	3	64.4	54.0	50.1	38.1	56.0
Gordon College		IIB	3	4	3		43.2	35.2	31.9	-----	38.1	3	3	2		57.8	46.7	42.4	-----	50.5
Gordon-Conwell Theol. Sem.	73	IIA	3	4			52.3	40.4	-----		46.6	4	4			61.1	49.7	-----		55.5
Greenfield Community College		III	3	4		2	43.1	33.2	-----	30.4	39.7	3	4		2	57.8	44.6	-----	40.8	53.3
Harvard University	76	I	1*	1	1*	1*	100.9	55.9	50.0	42.0	79.3	1*	1	1*	1*	123.6	72.3	65.3	55.9	98.9
Holyoke Community College		III	3	4	4	3	43.4	33.6	29.9	28.4	39.1	3	4	4	3	55.1	43.6	39.3	37.5	50.1
Laboure College		III		5	5		-----	28.4	27.7	-----	27.7		5	5		-----	34.0	34.6	-----	34.5
Lasell College		IIB		4	3		-----	33.6	32.2	-----	32.0		4	3		-----	40.3	38.9	-----	38.7
Mass. Bay Community College		III	3	2	1	1	44.5	40.5	38.8	34.6	40.4	3	2	1	1	54.7	50.4	48.5	44.0	50.2
Massachusetts College of Art		IIB	2	2	2		51.2	40.6	33.4		46.1	2	2	2		64.9	52.4	43.9		58.9
Mass.Coll.Pharmacy&Hlth.Sci.		IIB	1	1	1*		53.0	44.2	40.9	-----	43.6	2	2	1		61.5	51.4	47.4	-----	50.6
Massachusetts Inst. of Tech.		I	1*	1*	1*	2	90.3	63.7	52.8	34.1	75.7	1*	1*	1*	2	112.4	80.6	67.8	45.6	95.1
Massachusetts Maritime Acad.		IIB	1	1	1		53.4	43.8	40.1		47.4	1	1	1*		68.1	57.2	52.9		61.3
Massasoit Community College	102	III	3	4	3	1	44.5	34.1	32.4	33.1	41.6	3	4	3	1	57.0	44.7	42.7	43.5	53.6
Merrimack College		IIB	2	2	3		50.7	39.3	32.6		39.5	2	2	3		65.2	51.8	40.7		51.0
Middlesex Community College		III	3	4	2		42.3	35.2	33.7	-----	39.3	3	4	2		54.3	46.0	44.2	-----	50.8
Mount Holyoke College		IIB	1*	1*	1		69.4	50.5	40.0	-----	54.1	1*	1*	1		86.6	64.5	49.6	-----	67.8
New England School of Law		IIA	1		1*		69.9		50.6	-----	61.5	1*		1*		89.5		67.6	-----	79.8
North Adams State College		IIB	2	2	1		51.0	39.4	36.1	-----	42.8	2	2	1		64.2	50.7	46.8	-----	54.6
North Shore Comm. College	118	III	2	3	2	1	46.6	37.7	33.7	31.6	41.7	2	3	2	1	59.5	49.0	44.2	41.9	53.7
Northeastern University	19	I	2	2	1		68.8	52.5	46.0		54.3	2	1	1		88.0	68.9	59.9		70.5
Northern Essex Comm. College		III	3	3	2		45.1	36.2	34.5	-----	41.7	3	3	2		57.4	46.9	44.8	-----	53.3
Quinsigamond Community Coll.		III	3	3	1		43.6	38.2	36.8	-----	41.9	3	3	1		55.6	49.2	47.6	-----	53.5
Regis College		IIB	2	1	2		50.4	42.5	34.5	-----	40.7	2	1	2		62.7	54.2	42.6	-----	51.3
Simmons College		IIA	2	2	2	2	58.9	47.1	38.6	33.2	47.7	2	2	2	2	72.4	59.2	48.2	41.5	59.3
Smith College		IIA	1*	1	1	1	73.2	51.4	40.5	34.4	59.1	1*	1	2	2	93.2	64.6	50.2	40.9	74.7
Springfield College		IIA	3	4	5	4	52.0	40.4	32.1	26.5	37.6	3	4	5	4	64.3	50.1	39.9	33.3	46.7
Stonehill College		IIB	2	1	2		51.3	42.8	35.4		42.3	2	1	1		65.7	54.1	45.8		53.9
Suffolk University		IIA	1*	1*	1*	2	72.7	54.8	48.4	33.4	61.1	1*	1	1*	2	92.5	70.6	59.9	40.8	77.7
Tufts University	168	I	2	1	1		73.5	54.9	44.7	-----	59.2	1	1	1		96.4	71.0	60.7	-----	77.7
Univ. Massachussets-Amherst		I	2	1	2	1	70.4	53.7	43.8	38.6	60.7	2	1	2	1	88.0	68.0	55.7	47.5	76.2
Univ. Massachusetts-Boston		IIA	1	1	1*		65.6	54.3	44.5	-----	54.9	1	1	1		81.3	67.9	56.3	-----	68.6
Univ. of Mass.-Dartmouth		IIA	2	1	1		57.2	48.2	42.0	-----	52.6	2	2	1		72.2	61.1	53.5	-----	66.5
Univ. of Mass. at Lowell		I	3	1	1	1	66.4	53.9	46.4	40.8	58.7	3	2	1	1	80.5	66.2	57.7	51.3	71.7

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
27.	ALL	ALL	ALL	ALL					21	33	66	13	5	8	25	29	----	51.2	44.3	34.9	----	53.9	42.8	36.9
25.	ALL	93.			3.0	3.0	5.5	----	12	24	19	1	2	5	15	3	----	----	31.9	----	----	----	30.2	----
33.																								
30.	87.	61.			0.2	0.1	0.4	1.9	70	27	5	4	49	34	8	1	53.1	46.3	----	----	51.2	42.1	----	----
31.																								
24.	96.	89.	3.		7.9	7.4	7.8	8.3	21	21	16	4	3	14	13	5	----	42.4	35.1	----	----	42.9	34.3	----
27.	ALL	94.	50.	25.	0.9	1.7	1.7	6.8	46	51	39	5	8	12	39	3	55.1	45.4	36.7	----	50.2	40.7	34.7	----
30.	36.	97.	40.	28.	1.1	1.6	2.3	2.1	107	85	97	9	34	51	72	16	53.9	44.4	39.6	32.3	50.6	41.6	37.7	29.7
22.	ALL	99.	1.		4.9	3.9	4.4	4.9	114	76	45	3	11	24	22	4	60.6	47.2	38.2	----	48.5	40.1	36.6	----
23.	95.	94.	15.		2.4	2.6	3.2		50	35	31		12	15	23		69.2	54.7	49.3		63.2	59.1	48.6	
24.	99.	99.	9.		1.6	2.3	3.1	4.6	458	292	95	53	77	96	68	80	71.1	49.2	41.4	34.8	65.8	47.2	39.5	27.2
25.	99.	63.	8.						68	71	34	3	13	47	64	22	79.2	59.5	47.7	----	65.8	48.4	40.2	----
24.	99.	80.	10.		3.3	3.3	2.9	0.1	74	94	66	13	13	25	38	19	65.1	46.4	40.8	31.4	56.9	42.1	37.1	27.2
27.	88.	76.	32.						8	25	19	3		8	6	2	----	45.4	39.8	----		45.9	35.9	----
19.									3	4	3			1	2		----	----	----			----	----	
27.	ALL	ALL	7.		0.0	1.3	1.6		29	8	10		4	4	5		----	----	----		----	----	----	
29.	ALL	ALL	20.		0.0	0.0	0.0	----	32	19	5	1	4	11	5	2	----	38.6	----	----	----	36.7	----	----
23.					----	10.3	9.6	8.7	3	2	2	5	1	4	10	9	----	----	----	----	----	----	----	----
27.	ALL	96.			3.2	6.4	3.9		76	13	21		11	10	22		73.8	52.3	42.9		64.7	50.6	42.2	
38.	ALL				0.0	----	----		8	2	1		1		2		----	----	----		----		----	
22.	ALL	89.	64.		0.0	0.0	0.0	----	4	7	5	1	2	2	9	3	----	----	----	----	----	----	----	----
28.	ALL	95.	35.						19	28	22	3	3	14	18		----	41.1	33.9	----	----	37.6	30.8	
25.	94.	87.			3.3	3.8	4.0	----	30	35	18	1	1	10	13	2	----	63.1	56.6	----	----	54.7	54.5	----
24.	98.	89.	2.		3.6	3.7	3.6	3.0	44	62	31	5	4	22	25	5	----	58.5	50.8	----	----	51.3	47.5	----
22.					5.0	4.4	5.1		16	56	57	1	1	3	4	1	----	----	----	----	----	----	----	----
24.	98.	94.	2.		6.1	5.1	5.5	----	134	168	70	4	31	77	56	6	81.4	58.6	52.4	----	65.8	53.2	46.0	----
26.					0.0	0.0	0.0	0.0	6	13	4		3	5	4	6	----	----	----		----	----	----	----
25.	96.	94.			3.8	4.7	5.6	----	123	51	21	2	19	20	19	1	69.8	49.1	41.4	----	61.6	49.6	39.2	----
32.	ALL	92.	56.		14.9	17.7	10.3	----	102	28	20	5	42	25	21	12	52.2	45.2	40.3	----	50.6	42.7	39.7	----
25.	ALL	ALL			0.7	0.4	0.5		50	46	20		8	18	18		65.6	48.2	41.3		71.3	43.8	37.4	
24.	98.	98.			5.5	5.8	9.6	----	37	60	29	2	7	24	25	2	70.3	51.5	41.2	----	65.0	48.3	40.0	----
21.	ALL	ALL	5.						3	5	6	1	7	13	13	4	----	----	30.4	----	----	----	30.6	----
29.	76.	73.	6.		2.2	3.9	4.5	----	17	22	18	2	4	11	17	1	----	50.6	37.4	----	----	49.4	39.9	----
32.					3.8	----	2.4	----	8		3	1	8	4	9	4	36.2		----	----	33.6	----	----	----
26.	99.	93.	57.		12.5	12.5	12.5	12.5	58	28	43	2	29	28	27	9	51.5	44.0	41.6	----	50.6	41.9	36.2	----
32.	86.	50.			3.5	3.4	4.6	----	29	12	9	1	6	6	4	4	43.9	35.5	----	----	39.9	34.8	----	----
19.	94.	82.			9.5	10.7			16	11	1		1		1		----	----	----		----		----	
34.	ALL	57.							32	2		1	13	5	4	8	45.0	----		----	38.6	----	----	----
25.	ALL				5.0	4.7	5.7		578	106	174	3	76	43	81	5	102.5	56.0	50.8	----	88.9	55.8	48.4	----
28.	ALL	ALL	50.		13.7	13.7	13.7	13.7	45	8	3	3	37	11	5	13	45.1	35.2	----	----	41.4	32.5	----	----
25.					----	----	5.6	----	1	2		1		4	18		----	----		----		----	----	
21.					----	3.2	3.8	----	2	2	3	1	1	5	10	3	----	----	----	----	----	----	----	----
24.	ALL	64.	21.		14.1	10.5	12.2	----	13	13	6	6	15	9	18	8	45.4	42.8	40.6	36.6	43.8	37.1	38.1	33.0
28.	88.	54.	27.		13.7	13.7	13.7		26	6	6		16	7	5		51.4	41.3	----		50.9	40.0	----	
16.					0.0	9.3	9.1	----	8	11	14	1	1	9	14	1	----	46.8	42.2	----	----	40.9	39.6	----
26.	ALL	54.			4.6	7.4	6.6	4.0	544	148	127	25	39	29	37	11	91.2	64.0	52.8	36.1	77.6	62.2	52.7	29.8
29.	ALL	95.	33.						22	19	8		1	1	1		----	----	----		----	----	----	
29.	ALL	86.	45.		13.7	13.7	----		74	6	2	2	39	16	9	5	45.3	34.1	----	----	43.2	34.0	----	----
29.	ALL	97.	8.		2.1	3.0	3.4		21	46	25		3	17	13		----	39.9	32.9		----	37.7	32.1	
29.	ALL	40.			13.7	13.7	13.7	----	35	9	4	1	44	16	17	1	44.9	35.0	----	----	40.2	35.3	----	----
25.	ALL	98.			5.4	6.6	7.1	----	48	26	26	2	25	21	25	1	71.9	49.8	40.7	----	64.5	51.4	39.3	----
30.	ALL								18		8	1	5		3	2	----		----	----	----		----	----
28.	ALL	71.	38.		13.7	13.7	13.7		31	22	13		3	12	8	2	----	40.6	36.6		----	37.3	35.4	----
29.	ALL	67.	48.		13.7	13.7	13.7	13.7	45	8	7	3	25	13	14	6	48.8	40.0	33.7	----	42.6	36.3	33.6	----
30.	99.	90.	7.		0.0	0.0	0.0		202	182	106		34	78	70		69.9	53.6	46.8		62.1	50.0	44.7	
28.	ALL	96.	31.		13.7	13.7	13.7	----	47	13	7	3	39	10	9	2	47.1	35.3	34.0	----	42.8	37.3	34.8	----
28.	99.	50.	22.		13.7	13.7	13.7	----	37	8	2	1	33	6	7	2	45.5	38.4	----	----	41.5	37.8	----	----
26.	ALL	95.	14.		3.5	3.3	4.6	----	3	5	3		6	15	11	1	----	----	----		----	----	----	----
24.	96.	72.	2.		5.0	6.0	10.6	6.6	24	12	13	2	30	42	40	4	59.5	48.8	38.5	----	58.3	46.6	38.6	----
26.	98.	84.			4.8	4.7	5.4	6.4	91	28	20	1	36	42	39	5	73.3	51.9	40.8	----	72.8	51.0	40.4	----
24.	91.	71.	22.		6.2	7.8	6.3	0.5	28	29	31	12	6	16	47	5	51.9	41.6	32.0	----	52.5	38.3	32.1	----
28.	ALL	86.			4.0	3.8	4.6		20	43	19		4	13	17		----	43.1	36.3		----	42.1	34.4	
27.	86.	53.			4.3	3.6	3.7	5.2	89	51	15	4	22	22	18	11	74.5	56.0	46.9	----	65.4	52.0	49.6	----
31.	82.	83.	1.		3.3	3.8	3.9	----	122	106	59	1	26	51	39	1	75.5	55.8	45.5	----	64.1	53.1	43.4	----
26.	ALL	94.	5.	14.	14.1	17.2	19.3	----	560	223	74	5	90	83	72	2	71.2	54.9	45.4	----	65.4	50.8	42.1	----
25.	99.	94.	18.						119	125	46		35	61	54	1	66.2	55.0	46.2		63.6	53.1	43.0	----
26.	ALL	89.	28.		0.0	3.6	5.6		161	40	21		42	21	11	1	57.9	49.5	42.2		54.2	45.8	41.6	----
22.	98.	92.	13.						181	154	26	1	42	37	26	9	67.3	54.1	47.9	----	62.5	53.1	45.0	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
M A S S A C H U S E T T S (CONTD)																				
Wellesley College		IIB	1*	1*	1*		75.7	55.0	45.3	-----	60.3	1*	1*	1*		98.8	71.2	57.0	-----	77.9
Western New England College		IIA	1	1	1	2	65.9	49.7	43.7	32.6	54.3	1	1	1	2	82.3	63.2	54.5	41.9	68.2
Wheaton College		IIB	1	1	1	1	60.2	43.5	35.7	30.6	48.6	1	1	2	1	74.0	53.9	44.8	38.2	60.1
Wheelock College		IIA	2	3	3		54.5	42.0	36.2	-----	41.5	3	4	4		66.2	51.8	43.3	-----	50.5
Williams College		IIB	1*	1*	1*		70.7	50.3	41.7		54.3	1*	1*	1*		92.3	66.9	56.6		71.9
Worcester Polytechnic Inst.		IIA	1	1	1*		65.9	52.7	45.1	-----	54.6	1	1	1		84.2	68.0	55.7	-----	69.3
Worcester State College		IIA	3	2	3	3	52.8	45.6	37.0	29.7	46.3	3	2	2	2	66.9	58.5	48.3	39.8	59.3
M I C H I G A N																				
Adrian College		IIB	3	3	3	3	43.9	36.5	31.6	26.4	38.6	3	3	3	2	55.9	46.6	40.7	34.7	49.3
Albion College		IIB	1	1	2		56.2	44.3	34.6	-----	46.2	1	1	2		71.6	57.3	43.7	-----	58.9
Alma College		IIB	2	2	2		52.3	40.8	33.5	-----	42.2	2	2	2		64.5	51.5	42.3	-----	52.7
Aquinas College		IIB	4	5	5		38.7	31.3	27.5	-----	31.9	4	5	5		49.1	37.6	33.1	-----	39.2
Baker College of Flint		IIB			1		-----	-----	37.0	-----	38.5			1		-----	-----	48.1	-----	49.6
Calvin College		IIB	2	2	1	1	47.1	41.0	36.3	30.5	44.6	2	2	1	2	60.4	52.7	46.1	37.5	57.1
Center for Creative Studies		IIB	4	4	5		40.1	33.3	26.3	-----	36.0	4	4	5		48.9	41.3	33.1	-----	44.2
Central Michigan University		IIA	2	2	2	2	58.8	46.0	39.7	31.4	49.0	1	2	1	2	76.8	61.2	53.4	42.3	64.8
Ch. Stewart Mott Comm. Coll.		III	2	1	1*	1*	49.8	47.0	43.9	37.4	47.8	1	1	1*	1*	67.8	64.0	59.8	52.4	65.2
Concordia College		IIB	5	5	5		34.2	30.4	25.7	-----	28.9	5	5	5		42.8	37.7	34.0	-----	36.9
Cranbrook Academy of Art		IIB									41.3									65.9
Detroit Coll.Bus.-Dearborn		IIB									34.5									48.8
Detroit Coll.Bus.-Flint		IIB									26.4									38.6
Detroit Coll.Bus.-Warren		IIB									27.3									39.3
Eastern Michigan University		IIA	2	2	2	1	56.0	44.7	38.9	33.5	46.2	2	2	1	1	72.2	59.0	51.9	45.7	60.5
Ferris State University		IIA	2	2	1	1*	54.6	47.0	40.9	38.1	46.7	2	1	1	1*	71.3	63.1	56.6	53.6	62.8
GMI Engrg.&Mgmt.Institute		IIB	1	1	1*		56.1	46.5	42.0	-----	49.5	1	1	1*		71.3	59.3	53.9	-----	63.1
Grace Bible College		IIB					-----		-----		-----					-----		-----		-----
Grand Rapids Baptist College		IIB	5	5	5		35.3	28.7	25.4	-----	28.3	4	5	5		47.4	37.6	32.6	-----	37.1
Grand Valley State Univ.		IIB	1	1	1	1	56.8	47.9	38.7	31.9	46.7	1	1	1	1	72.6	61.9	50.8	42.5	60.4
Great Lakes Christian Coll.		IIB					-----	-----	-----		26.0					-----	-----	-----		30.4
Hope College		IIB	2	2	2		51.5	42.0	35.0	-----	44.3	1	1	1		68.1	55.9	45.5	-----	58.5
Kalamazoo College		IIB	1	1	2	1	55.3	44.0	35.2	31.3	45.2	1	1	2	1	69.6	56.9	44.0	38.7	57.1
Lake Superior State Univ.		IIB	2	1	1	4	51.0	44.6	35.7	24.9	42.2	1	1	1	3	66.1	59.6	47.3	33.5	55.7
Madonna University		IIB	2	2	2	1	48.2	39.5	35.2	31.0	38.2	3	3	2	2	57.6	46.5	43.0	36.1	45.9
Marygrove College		IIB	3	3	4		43.3	36.5	29.0	-----	34.8	3	3	4		53.4	45.0	35.8	-----	42.9
Michigan State University		I	3	3	3	3	65.1	49.3	41.3	30.9	55.5	3	2	1	2	84.3	66.3	56.9	44.6	73.2
Michigan Technological Univ.		IIA	1	1	1	3	66.8	48.2	42.0	30.1	51.1	1	1	1	2	85.4	63.8	56.3	42.2	67.1
Northern Michigan University		IIA	2	2	4	3	57.1	45.9	34.7	29.4	46.7	2	2	3	2	74.9	60.9	46.8	39.7	61.9
Oakland University		IIA	1	1	1	1*	63.3	51.8	43.2	40.2	53.4	1	1	1*	1*	83.1	69.0	58.2	54.6	71.0
Olivet College		IIB	4		3		40.0	-----	30.6	-----	32.9	4		4		48.7	-----	35.7	-----	39.0
Reformed Bible College		IIB	5				32.5	-----			32.2	5				41.7	-----			40.8
Sacred Heart Major Seminary		IIB			4		-----	-----	30.0		33.8			3		-----	-----	39.3		43.7
Saginaw Valley State Univ.		IIA	4	2	3	2	49.9	44.8	36.4	30.8	44.6	3	2	2	2	64.2	58.6	48.2	41.4	58.0
Siena Heights College		IIB		4	4		-----	34.2	30.0	-----	32.5		4	3		-----	44.3	38.3	-----	41.8
Spring Arbor College		IIB	5	4	4	4	36.8	32.1	28.4	25.3	32.0	4	4	4	4	45.5	39.8	37.0	29.8	40.0
Thomas M.Cooley Law School		IIA	1*	1*	1*		82.0	71.6	58.3		74.8	1*	1*	1*		105.3	96.6	71.5		97.0
Univ.of Michigan-Ann Arbor		I	1	1	1	1	77.7	57.7	46.0	39.7	60.5	1	1	1	1	95.5	73.1	59.5	52.7	76.0
Univ.of Michigan-Dearborn		IIA	2	2	1		55.2	45.2	40.8		45.1	2	2	1		70.1	58.3	53.1		58.2
Univ.of Michigan-Flint		IIA	2	2	1		56.6	46.0	40.9	-----	43.7	2	2	1		70.8	58.2	52.2	-----	55.5
Wayne State University	13	I	3	2	1	1	68.3	52.5	44.7	39.9	53.5	3	2	2	1	84.6	66.4	56.0	46.9	66.9
Western Michigan University		I	4	3	4	5	60.3	48.9	39.6	25.4	50.2	4	3	3	4	75.5	62.0	50.5	33.3	63.3
Western Theological Seminary		IIA	5				40.2	-----			39.5	5				49.6	-----			48.7
William Tyndale College		IIB					-----	-----	-----		29.5					-----	-----	-----		36.2
M I N N E S O T A																				
Augsburg College		IIB	3	4	3		43.2	35.6	31.4	-----	35.7	3	3	3		55.9	44.9	38.7	-----	45.0
Bemidji State University		IIA	4	4	4	5	49.0	40.3	34.1	24.5	41.9	3	4	4	5	62.9	52.0	44.3	30.7	53.9
Bethel College		IIB	3	4	3	2	43.0	35.6	31.3	27.9	37.5	2	3	3	2	59.7	46.4	40.4	35.8	50.3
Carleton College		IIB	1	1	1		63.8	48.6	39.4	-----	52.1	1	1	1		80.7	60.4	50.5	-----	65.9
College of Saint Benedict		IIB	2	2	2	2	49.3	40.4	33.4	28.9	38.1	2	2	3	3	59.5	51.2	40.5	33.0	46.8
College of St. Catherine		IIB	3	3	3	4	42.8	36.9	32.6	24.1	35.6	4	3	3	5	51.5	44.8	38.5	28.8	42.7
College of St. Scholastica		IIB	3	3	3	2	46.1	37.4	32.7	28.2	34.5	3	3	2	2	56.8	46.6	42.1	36.0	43.6
Concordia College-Moorhead		IIB	1	2	1	1	52.7	41.9	35.6	31.1	41.3	2	2	2	2	63.8	50.3	42.6	36.3	49.6
Concordia College-St. Paul	53	IIB	4	3	3		40.7	36.3	31.9	-----	35.3	4	4	3		49.3	44.3	39.4	-----	43.3
Gustavus Adolphus College		IIB	2	2	2	2	48.6	40.2	33.8	30.2	40.8	2	2	2	1	62.5	50.7	42.3	39.0	51.8
Hamline University		IIA	2	2	4	1	55.6	45.1	34.2	35.4	46.1	2	2	4	2	70.6	57.5	42.4	43.2	58.3
Macalester College		IIB	1	1*	1*	1*	63.9	49.2	40.6	34.6	51.4	1	1	1	1	80.7	62.2	50.0	42.5	64.5
Mankato State University		IIA	3	3	3	3	52.3	44.1	37.1	28.0	45.3	3	2	2	3	66.2	56.7	48.2	37.3	58.0
Martin Luther College, Dr.		IIB	5				22.6				22.6	5				30.6				30.6
Minneapolis Coll.Art&Design		IIB	4	4	5		37.9	33.0	28.0		34.2	5	4	5		44.5	42.3	33.8		41.9

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
29.	98.	91.			7.3	7.5	6.9	----	49	22	26	2	48	22	48	2	74.7	55.7	43.6	----	76.6	54.4	46.2	----
26.	ALL	86.	21.		2.4	0.5	1.0	----	44	40	19	1	10	2	10	5	66.5	----	44.2	----	63.6	----	42.6	----
24.	ALL	75.			5.5	5.3	6.0	----	26	5	10	2	18	11	15	4	62.3	----	36.9	----	57.2	----	35.0	----
22.	ALL	75.			3.0	3.2	3.6		2	7	4		6	13	16	1	----	41.3	----		----	42.4	----	----
32.	ALL	97.	5.		5.4	5.3	5.4		67	22	53		10	14	35		71.7	51.0	42.3		63.7	49.2	40.9	
27.	96.	86.	3.		6.2	8.4	4.7		72	62	46	1	3	8	12	3	----	53.0	45.0	----	----	49.8	45.3	----
28.	ALL	95.	40.	15.					50	33	17	2	31	11	13	11	53.8	46.0	37.8	----	51.0	44.5	36.0	----
28.	ALL	ALL	14.		2.9	6.7	5.7	7.9	31	5	9	2	6	3	5	5	44.1	----	----	----	43.3	----	----	----
28.	98.	ALL	6.		4.6	3.7	5.2		45	20	13	2	2	7	20		----	44.6	36.8	----	----	43.5	33.1	
25.	ALL	78.	10.		3.9	3.4	6.6	----	23	21	12	1	2	6	9	1	----	42.0	34.0	----	----	36.5	32.9	----
23.	93.	88.	19.		3.3	3.3	3.1		23	15	12	2	4	17	15	2	----	32.1	27.1	----	----	30.5	27.9	----
29.									4	1	13		1	3	12	2	----	----	36.7		----	----	37.5	----
28.	89.	45.			2.9	3.6	4.9	----	134	23	16	3	18	10	4	4	47.1	41.7	----	----	46.8	39.2	----	----
23.									25	10	5	1	4	1	1	1	----	----	----	----	----	----	----	----
32.	98.	75.	34.	13.	7.3	7.7	7.1	7.0	198	132	87	8	32	59	50	15	59.5	47.2	41.2	33.4	54.7	43.3	36.9	30.3
36.									73	23	4	4	40	17	13	8	49.7	47.3	----	----	49.9	46.5	----	----
28.	ALL	58.							10	7	11	2		5	4	1	----	----	----	----		----	----	----
60.																								
41.																								
46.																								
44.																								
31.	99.	94.	29.	35.	2.5	3.1	2.9	2.9	242	96	78	7	76	75	82	10	57.1	46.8	39.5	36.7	52.3	42.1	38.3	31.2
35.	96.	87.	52.	80.	7.3	8.0	7.6	7.5	127	125	94	9	16	35	57	1	54.9	47.5	42.1	----	52.7	45.2	38.9	----
27.	ALL	ALL	4.						49	35	17	1	6	4	7		56.4	----	42.4	----	53.9	----	41.2	
---					----		----		1		2						----		----					
31.	ALL	74.	67.		3.1	3.8	3.3		9	16	6	3		3	6	1	----	----	25.3	----		----	25.5	----
29.	99.	79.	12.	14.	5.6	5.5	6.1	7.1	77	63	62	1	14	42	56	6	57.7	48.8	40.0	----	51.8	46.4	37.3	----
17.					----	----	----		4	2	1			1			----	----	----			----		
32.	99.	82.	8.						62	33	18	2	8	16	20		51.8	42.6	35.7	----	49.0	40.8	34.5	
26.	ALL	84.							33	14	13	2	3	11	11	5	----	43.9	34.1	----	----	44.2	36.4	----
32.	ALL	94.	37.		6.2	6.1	6.5	----	29	24	23	3	3	11	15	4	----	45.5	36.2	----	----	42.7	34.9	----
20.	11.	8.			5.1	5.3	5.3	5.8	10	4	17	2	9	8	25	9	50.6	----	36.6	----	45.6	----	34.3	----
23.	ALL	96.	31.		7.2	8.1	8.6		2	8	4	2	5	18	9	1	----	37.9	----	----	----	35.8	----	----
32.	99.	90.	3.						823	352	201	20	126	142	149	27	66.1	50.2	42.0	32.0	58.7	47.3	40.3	30.1
31.	99.	94.	17.		9.8	9.7	10.1	10.6	94	102	80	7	5	22	15	4	----	49.1	42.4	----	----	44.0	39.9	----
32.	ALL	86.	3.		4.2	6.3	6.2	5.4	124	38	34	5	25	34	27	16	58.3	48.0	36.0	----	51.3	43.6	33.0	----
33.	ALL	97.	8.	63.	6.4	6.1	7.1	4.5	109	103	44	1	14	39	41	7	63.9	52.8	44.5	----	58.9	49.3	41.7	----
19.	92.		13.		3.8	----	5.7	----	12	3	10		1	1	13	2	----	----	28.4		----	----	32.3	----
27.	ALL				6.6	----			7					1			----					----		
29.					----	----	----	----	3	1	3			1	3		----	----	----			----	----	
30.	97.	83.	24.	17.					72	30	13	2	19	10	16	4	50.6	45.5	37.5	----	46.9	42.7	35.5	----
29.					----	2.1	2.8	----	2	19	13			12	10	1	----	34.5	31.8			33.7	27.6	----
25.	91.	60.	47.						20	9	13	2	2	6	6	4	----	32.5	28.6	----	----	31.4	28.0	----
30.	ALL								22	3	4		3	5	4		----	----	----		----	----	----	
26.	98.	88.			4.7	5.6	5.9	----	764	302	291	2	86	117	181	7	78.5	59.0	47.5	----	70.7	54.3	43.7	----
29.	99.	95.			4.8	5.3	5.3		59	53	35		11	13	16		56.3	45.8	42.5		49.0	42.3	36.9	
27.	ALL	93.			2.6	3.2	3.6	----	32	37	34	1	11	9	23		57.8	47.1	42.2	----	53.3	41.5	39.0	
25.	97.	84.	11.		3.5	3.8	3.7	1.8	286	192	134	1	31	75	82	7	68.7	52.7	45.2	----	64.5	52.1	44.0	----
26.	ALL	91.	17.		3.1	3.1	4.3	4.0	250	165	110	10	35	68	79	14	60.5	50.4	41.5	26.3	58.9	45.4	36.8	24.7
24.	89.								8	1			1				----	----			----			
23.									1	2	3				1		----	----	----				----	
26.	ALL	79.	14.		3.3	5.8	5.0	----	27	13	31		8	16	27	1	43.3	36.9	31.5		42.9	34.6	31.3	----
29.	99.	75.	24.	9.					77	22	35	5	14	18	15	6	49.6	41.8	34.4	----	45.7	38.4	33.4	----
34.	93.	71.			5.2	6.2	7.9	8.0	38	33	6	2	5	15	6	5	----	35.8	31.7	----	----	35.1	30.8	----
27.	97.	86.			5.7	5.4	7.0	----	57	19	31	2	11	17	14	2	64.6	48.6	39.2	----	59.7	48.5	39.8	----
23.	ALL	ALL	17.		12.9	11.1	13.6	10.5	9	22	14	3	9	28	33	5	48.1	40.8	32.6	----	50.5	40.1	33.8	----
20.	ALL	83.	9.		2.5	2.7	3.0	3.8	11	15	13	2	16	38	41	7	41.8	38.2	32.1	----	43.4	36.4	32.7	----
26.	86.	71.	42.	6.	0.0	0.0	2.3	2.3	6	17	21	3	8	14	29	15	45.1	38.7	34.3	----	46.8	36.0	31.5	----
20.	ALL	92.	23.	5.	3.3	4.3	4.6	4.2	42	24	35	12	5	14	25	9	----	42.6	35.7	31.5	----	40.7	35.5	30.6
23.	93.	50.			2.0	2.9	2.6	----	13	10	16	1	1	2	7		----	----	31.9	----	----	----	31.9	
27.	98.	98.	5.		3.2	3.4	3.3	2.5	52	32	24	5	7	15	20	7	48.8	40.7	33.6	----	46.9	39.2	34.0	----
26.	98.	93.	11.		6.2	2.8	3.9	----	48	12	10	4	10	17	17	4	56.5	43.8	35.1	----	51.4	46.1	33.7	----
26.	98.	88.	3.		4.7	5.1	10.4	----	40	22	13	1	6	10	23	6	64.9	49.7	41.8	----	57.4	48.0	39.9	----
28.	97.	72.	26.						187	85	67	9	23	53	58	7	52.8	45.3	37.0	27.3	48.2	42.3	37.3	29.0
35.					5.7				47				7				22.5				23.4			
22.					4.0	4.0	4.0		12	9	4		4	8	2		----	33.0	----		----	32.9	----	

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
M I N N E S O T A (CONTD)																				
Moorhead State University		IIA	3	3	3	4	51.2	42.1	35.3	26.4	41.9	3	3	3	4	65.1	54.4	46.1	35.3	54.0
Northwestern College		IIB	4	4	3		37.3	33.9	31.3	-----	33.3	4	3	3		51.0	45.4	40.6	-----	44.1
Northwestern Coll. of Chiro.		IIA	5	5	5		40.0	36.4	30.5	-----	34.0	5	5	5		47.6	43.7	36.8	-----	40.8
St. Cloud State University	137	IIA	3	3	3	3	51.8	41.7	35.4	28.3	44.1	3	3	3	3	66.2	54.6	46.4	37.7	57.0
St. John's University		IIB	2	2	2	2	51.2	41.2	35.3	29.6	41.8	1	2	2	2	67.2	52.3	43.5	37.0	53.2
Saint Mary's Coll. of Minn.		IIA	4	4	5		48.8	39.6	29.5	-----	38.9	4	5	5		59.5	48.3	35.8	-----	47.3
St. Olaf College		IIB	1	2	2	2	55.1	41.7	35.5	30.1	44.6	1	2	2	2	67.3	50.9	43.0	36.3	54.3
Southwest State University	151	IIB	1	2	2		52.5	41.7	35.5	-----	45.9	1	1	1		68.6	55.1	46.6	-----	60.2
United Theological Seminary		IIA	5				34.5	-----	-----		33.2	5				42.2	-----	-----		40.5
Univ. Minnesota-Twin Cities		I	3	4	3	1	66.2	46.8	41.8	39.8	55.7	3	3	2	1	84.2	61.3	55.2	52.8	71.9
Univ. Minnesota-Duluth		IIA	2	2	2	4	55.1	44.6	38.6	27.8	45.8	2	2	1	3	71.9	59.1	52.0	38.9	60.6
Univ. Minnesota-Morris		IIB	1	2	2	2	53.3	39.9	33.4	29.1	38.9	1	2	1	1	69.7	53.4	45.7	40.4	52.2
Univ. Minnesota-Crookston		III		2	2		-----	40.1	36.2	-----	38.4		2	1		-----	53.6	49.0	-----	51.7
University of St. Thomas		IIA	2	3	3	2	56.3	42.9	36.6	32.1	40.2	2	3	3	2	70.2	53.8	46.5	41.0	50.8
Winona State University	200	IIB	2	2	1	4	51.5	42.0	35.8	25.0	43.0	2	1	1	4	65.2	53.7	45.4	31.8	54.7
M I S S I S S I P P I																				
Alcorn State University		IIB	4	3	3	4	41.9	37.1	32.6	25.8	32.0	3	3	2	3	53.4	47.3	41.4	32.7	40.6
Belhaven College		IIB	5	5	4		36.4	30.4	29.8	-----	31.4	5	5	4		42.3	35.5	34.8	-----	36.6
Blue Mountain College		IIB	5	5			28.4	25.9	-----	-----	26.3	5	5			34.7	31.5	-----	-----	32.2
Delta State University		IIA	5	5	5	4	40.0	33.7	31.4	26.4	33.7	5	5	5	4	48.7	41.3	38.6	32.6	41.3
Jackson State University		IIA	5	4	4	4	42.5	39.1	33.7	27.5	36.2	5	5	5	4	51.1	47.1	40.7	33.4	43.6
Millsaps College		IIB	2	3	3		49.8	37.6	32.2	-----	38.7	2	3	3		61.5	47.8	38.1	-----	47.5
Mississippi State University		I	5	5	4	5	54.0	43.2	38.9	25.1	45.5	5	5	4	5	64.9	52.1	47.1	30.8	54.8
Mississippi Univ. for Women		IIA	5		5	4	40.0	-----	30.6	26.5	32.4	5		5	4	49.2	-----	37.9	33.0	40.0
Mississippi Valley St. Univ.		IIB	5	4	4	5	35.9	33.1	28.7	22.8	29.7	4	4	4	4	45.6	42.3	37.0	30.0	38.2
Reformed Theological Sem.	135	IIA	4	2	4		48.5	44.2	34.2		43.5	4	2	3		60.3	57.3	45.2		55.6
Rust College		IIB	5	5	4	5	34.1	28.0	30.2	23.1	28.5	5	5	5	5	38.2	31.3	33.7	25.7	31.8
Tougaloo College		IIB	5	5	5	5	30.0	26.7	24.4	21.4	26.2	5	5	5	5	37.0	32.7	28.9	25.6	31.8
University of Mississippi		I	5	5	4	5	55.8	42.8	38.4	24.7	44.0	5	5	4	5	67.6	52.4	47.1	30.9	53.7
Univ.of Southern Mississippi		I	5	4	5	4	56.2	43.8	35.2	28.6	43.8	5	5	5	4	66.4	52.0	42.0	34.4	52.0
Wood College		III	5			5	22.8	-----	-----	18.0	20.1	5			5	27.1	-----	-----	21.8	24.0
M I S S O U R I																				
Assemblies of God Theol.Sem.		IIA	5				39.3	-----	-----		36.9	5				45.1	-----	-----		42.5
Avila College		IIB	4	4	4	3	37.9	34.0	29.5	27.2	31.7	4	4	4	4	45.9	40.4	34.9	31.8	37.7
Baptist Bible College		IIB									28.2									33.0
Central Bible College		IIB	4	4	4		40.4	32.2	30.3	-----	32.3	5	5	5		44.3	35.8	34.3	-----	36.2
Central Christian Coll.Bible		IIB					-----				-----					-----				-----
Central Methodist College		IIB	4	4	5		40.2	33.6	25.2	-----	31.0	4	4	5		47.8	40.3	30.8	-----	37.4
Central Missouri State Univ.		IIA	3	3	2	4	51.7	44.0	37.9	27.9	42.9	3	3	3	4	63.0	53.8	46.7	35.0	52.6
College of The Ozarks		IIB	3	2	2		44.6	39.2	35.0	-----	39.3	3	3	2		54.7	48.3	42.5	-----	48.2
Columbia College		IIB	5	5	5		36.2	30.7	27.3	-----	29.9	5	5	5		43.7	37.5	33.6	-----	36.4
Conception Seminary College		IIB									-----									-----
Concordia Seminary		IIA	5	5			34.8	31.1	-----		31.6	5	5			44.1	40.1	-----		40.7
Cottey College		III	4	4	4		40.8	34.5	29.0	-----	33.3	4	4	5		50.1	42.7	36.6	-----	41.1
Covenant Theol. Seminary	3	IIA		5			-----	30.4	-----		30.9		5			-----	36.3	-----		36.8
Culver-Stockton College		IIB	4	4	4		39.6	34.8	29.7	-----	33.2	4	4	4		46.3	40.6	34.7	-----	38.8
Drury College		IIB	3	2	3		44.8	39.4	32.3	-----	37.5	3	3	3		54.6	48.3	40.0	-----	46.0
Hannibal-LaGrange College		IIB		5	5		-----	28.4	24.8	-----	25.8		5	5		-----	36.6	30.8	-----	32.4
Harris-Stowe State College		IIB	5	5	4	3	35.0	29.8	30.2	26.8	30.4	5	5	4	3	43.1	37.0	37.4	33.4	37.7
Jefferson College		III	4	4	4	2	41.7	33.9	30.6	28.8	36.6	4	5	5	4	48.7	40.2	36.5	34.3	43.0
Kansas City Art Institute		IIB	3		4	3	44.0	-----	29.9	26.3	37.3	3		4	4	53.5	-----	35.7	30.9	45.0
Lincoln University		IIA	5	5	5	5	41.4	33.5	28.2	25.1	30.8	5	5	5	5	50.6	41.3	35.0	31.4	38.1
Lindenwood College		IIA	5	5	5		41.6	36.7	30.6		34.0	5	5	5		47.7	42.2	35.4		39.2
Maryville Univ. of St.Louis		IIA	5	5	5	3	44.9	35.5	31.0	28.0	35.9	5	5	5	3	54.8	43.4	37.8	36.7	44.2
Missouri Baptist College		IIB		5	5	5	-----	29.4	28.1	22.9	26.5		5	4	4	-----	38.9	36.0	29.8	34.4
Missouri Southern State Coll		IIB	2	2	2	2	48.9	40.6	34.9	30.3	38.9	2	2	2	2	59.2	49.6	43.0	37.9	47.6
Missouri Valley College		IIB		5	4		-----	31.8	28.5	-----	30.2		5	5		-----	37.9	33.4	-----	35.7
Missouri Western State Coll.		IIB	2	2	2	3	47.3	39.3	33.4	27.6	38.5	3	3	2	2	58.0	48.3	41.4	34.6	47.4
Nazarene Theol. Seminary		IIA	5				36.9	-----	-----		36.4	5				52.0	-----	-----		51.4
Northeast Missouri St. Univ.		IIA	3	4	4	3	50.5	41.1	34.2	28.3	38.5	4	4	4	4	61.5	50.2	42.2	35.2	47.3
Northwest Missouri St. Univ.		IIA	3	4	4	4	52.6	40.4	34.8	27.0	37.9	3	4	4	4	63.4	49.0	42.5	33.3	46.1
Park College		IIB	5	5	4		34.1	32.0	28.3	-----	29.9	5	5	5		40.7	38.8	33.6	-----	35.6
Rockhurst College		IIB	3	3	2	3	44.8	38.0	35.0	27.5	36.9	3	3	2	3	54.8	46.0	42.2	33.1	44.8
St. Charles Co. Comm. Coll.		III		4	4	5	-----	34.6	30.2	25.2	30.9		4	5	5	-----	41.2	36.2	30.6	37.0
St.Louis College of Pharmacy		IIB	1	1	1*		53.8	46.6	40.9	-----	44.3	2	1	1		62.9	55.1	47.5	-----	51.8
St.Louis Com.Coll.Florissant		III	2	1	1	2	50.7	44.8	38.2	31.4	46.6	2	2	2	3	60.3	53.1	45.9	37.6	55.4
St.Louis Com.Coll.Forest Prk		III	2	1	1	1	50.4	44.3	36.8	32.1	43.3	2	2	2	2	59.5	52.9	43.9	38.5	51.4
St.Louis Com.Coll.Meramec		III	2	2	2	1	51.0	43.7	36.6	31.7	44.2	2	2	3	2	60.5	52.0	43.5	37.8	52.5

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
29.	99.	85.	34.						105	35	69	8	26	30	51	21	51.9	42.6	35.6	26.7	48.3	41.6	34.9	26.3
33.					3.8	3.4	4.6	----	9	13	22	1	4	3	5		----	----	----	----	----	----	----	----
20.					3.2	4.2	5.8	----	4	16	7		2	1	9	2	----	----	32.7		----	----	28.8	----
29.	98.	66.	5.						216	87	78	12	43	56	68	13	52.4	42.7	36.6	29.6	49.0	40.2	34.1	27.1
27.	ALL	89.	16.		6.4	8.9	10.0	----	34	31	28	1	3	13	10	5	----	42.6	35.9	----	----	38.1	33.7	----
22.	93.	70.	4.		3.7	3.8	5.6	----	25	19	21	1	3	4	6	2	----	----	29.5	----	----	----	29.3	----
22.	99.	ALL	10.		3.1	3.6	4.4	4.5	75	51	27	4	7	42	22	7	55.5	41.8	36.1	----	51.0	41.7	34.8	----
31.	98.	80.	37.						50	30	12		7	10	7	1	53.0	42.3	36.1		49.3	40.2	34.5	----
22.	ALL								6		2		1	4	1		----		----		----	----	----	
29.	95.	91.	7.	8.					689	321	164	6	96	147	107	6	66.7	47.1	43.4	44.8	62.8	46.2	39.2	34.7
32.	99.	95.	17.						80	84	44	5	10	28	28	6	55.5	45.0	39.3	----	52.0	43.4	37.6	----
34.	96.	96.	11.						23	14	28	9	4	9	17	8	----	39.8	33.2	29.3	----	39.9	33.8	28.8
34.		94.	88.						3	15	11	1		3	5		----	----	----	----		----	----	
26.	97.	92.	24.	3.	3.6	3.6	4.0	4.9	27	77	93	15	4	27	53	14	----	44.0	37.7	31.9	----	39.8	34.6	32.3
27.	98.	85.	12.		0.0	0.0	0.0	0.0	90	44	42	5	28	29	43	12	52.5	42.8	36.9	----	48.3	40.8	34.6	----
27.	84.	60.	11.		13.2	10.8	10.2	6.4	18	25	17	38	7	10	18	35	41.6	36.7	32.0	28.3	42.6	38.1	33.1	23.0
17.	78.	63.	33.						9	5	9	1		3	6	1	----	----	29.9	----		----	29.8	----
22.	17.	33.							4	4	3	1	2	8	2	1	----	----	----	----	----	----	----	----
22.	80.	25.	11.		4.7	7.5	6.8	6.4	52	17	28	14	8	15	19	22	40.2	34.2	31.2	25.5	38.0	33.1	31.7	27.0
21.	95.	73.	23.						55	50	75	24	26	29	39	30	44.1	39.8	35.0	29.4	39.3	37.7	31.3	26.1
23.	96.	78.			1.3	0.9	0.7	----	20	22	16	1	5	5	13	3	----	----	32.7	----	----	----	31.6	----
21.	96.	81.	10.		5.7	6.0	4.2	5.5	260	149	105	16	18	42	50	24	54.5	44.3	40.3	27.0	46.6	39.4	36.1	23.8
24.	88.		30.		4.3	----	5.2	4.9	12	4	18	8	21	1	26	22	42.0	----	30.1	28.0	38.8	----	31.0	25.9
29.	68.	59.	32.						20	13	25	13	5	4	13	13	----	----	29.1	22.5	----	----	27.9	23.1
28.					1.9	2.9	----		10	9	5				1		----	----	----				----	
12.	18.	13.	13.	17.					8	5	19	11	3	3	5	7	----	----	----	23.5	----	----	----	22.6
21.	59.	64.	11.						11	16	12	2	6	6	6	7	32.6	26.2	24.1	----	25.3	28.2	25.1	----
22.	97.	90.	8.		5.7	5.8	4.8	5.9	127	96	105	9	11	15	53	20	56.2	43.5	39.8	25.7	50.9	38.4	35.8	24.2
19.	99.	81.	14.		4.0	5.0	5.8	5.3	157	115	91	18	26	47	69	40	56.8	44.7	34.7	27.7	52.5	41.5	35.7	29.1
19.	67.								2	1	2	2	4	1	2	7	----	----	----	----	----	----	----	----
15.	67.				----	----	----		6	3	1						----	----	----					
19.					5.5	6.8	5.6	4.6	7	7	5	1	3	6	12	11	----	32.9	----	----	----	35.4	----	----
17.																								
12.									5	9	7		1	3	5	4	----	----	----		----	----	----	----
---									4								----							
20.	91.	80.	14.						9	15	8		2	5	14	3	----	----	26.5		----	----	24.6	----
23.	99.	96.	25.	6.	5.0	6.1	6.6	6.1	138	81	70	18	20	22	65	35	51.8	44.5	39.3	28.4	51.0	41.9	36.4	27.7
23.	96.	88.	22.		3.7	4.1	4.1	----	20	17	16	2	7	8	7	2	44.5	39.3	36.9	----	44.9	39.0	30.6	----
22.	ALL	73.	18.		3.4	4.9	6.0	----	6	8	15	2	4	3	7	1	----	----	27.8	----	----	----	26.4	----
---																								
28.	88.	40.							8	10	5						----	----	----					
24.	ALL	ALL	9.		6.1	5.5	7.0		3	5	6		5	5	5	3	----	----	----		----	----	----	----
19.					----	5.8	----		3	6	2						----	----	----					
17.	ALL	60.	9.						6	19	18	1	3	1	4		----	----	----	----	----	----	----	
23.	96.	78.			2.5	3.5	2.6	----	21	17	22	2	5	6	9		----	41.3	33.1	----	----	34.0	30.5	
25.									4	7	6	2		1	15	3	----	----	25.3	----		----	24.5	----
24.	92.	83.	50.	7.	1.5	1.5	1.5	1.5	8	3	2	5	4	3	6	9	----	----	----	----	----	----	----	----
18.	ALL	94.	18.						31	8	9	3	14	9	8	8	42.6	34.1	31.3	----	39.9	33.8	29.8	----
21.	96.				4.8	----	5.3	----	24	1	4	4	2		9	3	----	----	----	----	----		----	----
24.	ALL	55.	18.						19	16	20	11	3	6	25	19	----	33.8	32.8	25.8	----	32.4	24.5	24.8
15.									12	16	31		3	11	24		----	37.1	29.8		----	36.1	31.8	
23.	ALL	46.			5.0	5.0	5.0	5.0	16	5	8	1	10	8	19	11	46.9	----	29.5	----	41.7	----	31.6	----
30.									1	5	5	7		2	5	4	----	----	----	----		----	----	----
22.	86.	84.	46.	4.					39	38	43	18	3	12	24	10	----	41.2	35.4	32.7	----	38.7	34.1	26,0
18.		22.			6.0	6.6	7.3	----	3	15	12	2	1	3	10	1	----	----	27.4	----	----	----	29.8	----
23.	ALL	89.	25.		3.9	4.1	4.2	6.0	38	28	39	3	6	16	25	6	47.5	39.5	34.3	----	46.3	38.8	31.8	----
41.	ALL								11	3	1						----	----	----					
23.	ALL	79.	15.	7.	3.0	3.4	3.8	3.3	45	78	89	15	9	25	53	12	50.5	41.0	35.0	29.2	50.4	41.2	32.8	27.1
22.	92.	61.	19.		5.0	5.0	5.0	5.0	42	38	53	14	6	11	32	22	52.3	40.6	34.7	28.9	54.1	39.4	35.0	25.7
19.	ALL	75.	54.		11.3	8.9	8.8	----	9	6	12	1	1	2	12	2	----	----	28.9	----	----	----	27.8	----
21.	93.	90.	15.		3.0	3.0	4.1	1.3	13	20	19	3	2	11	14	6	----	38.5	36.0	----	----	37.0	33.6	----
20.									2	11	5	8	2	10	13	9	----	35.4	----	25.3	----	33.8	----	25.2
17.	89.	64.			4.3	3.9	4.5		9	8	8	1		6	12	1	----	48.9	44.5	----		43.4	38.6	----
19.					4.1	5.4	5.7	----	50	22	10	1	22	12	8	5	51.3	46.2	38.7	----	49.5	42.3	37.6	----
19.					4.3	4.6	5.8	6.8	26	14	10	7	15	22	17	7	51.4	46.3	36.2	32.1	48.7	43.1	37.1	32.2
19.					4.3	5.0	5.7	----	44	36	12	5	23	25	22	9	52.2	44.8	38.0	----	48.9	42.1	35.8	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
MISSOURI (CONTD)																				
Saint Louis Univ.-Main		I	3	3	3	3	65.7	47.5	40.2	28.7	50.0	3	4	4	4	78.3	57.5	48.4	35.2	60.0
Southeast Missouri St. Univ.		IIA	3	3	3	3	50.5	43.2	35.9	29.6	41.6	4	3	4	3	61.2	52.7	44.1	36.7	50.8
Southwest Missouri St. Univ.		IIA	3	3	3	4	51.6	42.2	36.4	25.6	41.7	4	4	4	5	61.7	51.0	44.1	31.5	50.2
Stephens College		IIB									28.2									36.4
Univ.of Missouri-Columbia		I	4	4	3	4	60.3	45.6	40.7	28.2	48.5	4	4	3	4	72.9	56.0	49.9	34.9	59.2
Univ.of Missouri-Kansas City		I	4	4	4	3	58.0	44.5	38.1	29.4	47.3	5	5	5	4	70.2	54.5	46.7	36.5	57.7
Univ.of Missouri-Rolla		I	3	2	1		66.3	50.8	45.4	-----	56.4	3	2	2		80.2	62.6	55.7	-----	68.6
Univ.of Missouri-St. Louis		I	5	4	3		57.6	46.0	41.2	-----	47.6	5	4	3		69.9	56.1	50.3	-----	57.9
Washington University		I	1	2	1	1	78.2	53.4	45.1	37.5	60.1	1	2	2	2	95.2	65.2	54.0	45.4	73.0
Webster University		IIA	3	3	5		50.5	43.5	32.5		39.5	4	3	4		62.3	54.2	41.4		49.5
Westminster College		IIB	3	3	4		45.1	39.0	29.8	-----	38.1	3	3	4		54.9	48.1	36.1	-----	46.5
William Jewell College		IIB	4	4	3		42.2	34.2	30.6	-----	36.4	3	3	3		52.9	45.8	39.1	-----	46.3
William Woods University		IIB	4	5	4		37.0	30.3	29.0	-----	31.2	4	5	4		47.6	37.4	35.0	-----	39.0
MONTANA																				
Carroll College		IIB	4	4	4		39.4	34.3	28.5		32.6	4	4	5		47.8	41.3	34.4		39.4
College of Great Falls		IIB	5	5	5	5	36.1	30.5	25.8	23.3	29.9	4	5	5	5	45.9	36.7	31.2	27.3	36.4
Eastern Montana College		IIA	5	5	5		40.9	35.8	29.2	-----	34.8	5	5	5		50.0	44.0	36.4	-----	43.0
Montana Coll.Min.Sci.& Tech.		IIA	4	4	4	4	48.1	39.5	33.6	27.9	42.0	4	4	4	4	58.3	48.4	41.6	34.9	51.2
Montana State University		I	5	5	5	4	49.7	39.7	34.6	26.6	40.7	5	5	5	4	60.2	48.7	42.7	33.4	49.8
Northern Montana College	7	IIA	5	5	5		40.3	34.2	30.9	-----	33.2	5	5	5		49.3	42.5	38.4	-----	41.1
University of Montana		I	5	5	5	5	44.6	36.5	32.3	25.4	39.2	5	5	5	5	53.7	44.2	39.5	31.4	47.4
Western Montana Coll.of UM		IIA	5	5	5		38.8	33.0	28.9	-----	31.3	5	5	5		47.3	40.7	35.9	-----	38.6
NEBRASKA																				
Bellevue College		IIB	4	4	4		37.9	34.0	28.9		31.7	5	4	4		44.9	40.4	34.6		37.8
Chadron State College		IIA	4	4	4	4	49.1	40.4	32.9	25.8	39.0	4	4	5	5	59.3	50.0	40.6	31.8	47.6
Clarkson College		IIB		2	1	1	-----	40.7	37.7	33.3	36.8		3	2	1	-----	46.9	43.4	38.5	42.5
College of Saint Mary		IIB		4	4	4	-----	32.1	29.3	24.8	30.0		4	4	5	-----	39.5	34.7	28.8	36.2
Concordia Teachers College		IIB	5	5	5		35.2	31.6	28.2	-----	32.0	5	5	4		42.3	39.0	35.7	-----	39.3
Creighton University		IIA	1	2	3	5	64.9	46.2	35.1	24.5	43.7	1	2	4	5	79.3	56.2	41.8	29.3	52.9
Dana College		IIB	5	5	5		33.8	30.0	27.6	-----	30.0	5	5	5		40.4	36.8	33.6	-----	36.4
Doane College		IIB	3	2	3		43.6	39.2	32.6	-----	36.0	3	3	3		52.1	46.5	39.1	-----	43.1
Grace College of the Bible		IIB		5			-----	28.5	-----		27.2		5			-----	35.1	-----		33.7
Hastings College		IIB	3	3	4		42.6	35.9	30.5	-----	35.3	4	4	4		51.6	43.4	36.9	-----	42.6
Midland Lutheran College		IIB	4		5	5	37.2	-----	27.8	23.5	30.1	5		4	5	44.9	-----	34.6	28.8	37.1
Nebraska Wesleyan University		IIB	3	3	3		45.4	38.1	32.7	-----	39.6	3	3	3		54.8	46.8	40.0	-----	48.1
Peru State College		IIB	2	2	3	2	48.3	40.2	30.8	28.2	36.7	2	2	3	2	58.4	49.3	38.5	35.2	45.2
Union College		IIB	5	5	5		29.0	29.3	27.2	-----	28.8	5	5	5		35.8	35.9	33.4	-----	35.4
Univ. of Nebraska at Kearney	181	IIA	3	3	3	1	50.9	43.3	36.5	33.6	40.9	4	3	3	2	61.8	53.3	44.8	41.6	50.2
Univ.of Nebraska-Lincoln	181	I	3	3	3	4	66.1	47.7	41.0	26.3	52.3	3	3	3	5	79.2	58.4	50.5	33.0	63.5
Univ.of Nebraska at Omaha	181	IIA	3	2	1	3	52.8	44.6	41.7	29.0	45.2	3	3	2	3	63.5	54.0	50.7	36.0	54.7
Wayne State College		IIA	4	4	5	4	48.1	41.1	32.4	27.7	39.4	4	4	5	4	58.5	50.1	39.9	34.4	48.2
York College		III		5	5		-----	27.2	21.2		24.0		5	5		-----	31.4	24.8		28.0
NEVADA																				
University of Nevada, Reno	13	I	3	3	4		64.7	48.0	39.0	-----	50.8	4	4	5		74.1	55.8	45.8	-----	58.9
Univ. of Nevada-Las Vegas	9	IIA	2	2	2		59.6	47.6	39.2		45.2	2	2	3		69.9	56.4	46.8		53.7
NEW HAMPSHIRE																				
Colby-Sawyer College		IIB	4	3	5		39.7	38.0	27.7	-----	32.9	4	3	4		48.8	46.8	34.9	-----	41.0
Dartmouth College		I	1	1	2		78.5	53.6	42.9	-----	61.0	1	1	2		100.2	68.6	53.2	-----	77.4
Franklin Pierce College		IIB	2	3	3		47.0	38.2	32.3	-----	39.9	2	3	2		60.5	48.7	41.2	-----	51.0
Franklin Pierce Law Center	70	IIA	1*				75.8				75.8	1*				92.2				92.2
Hesser College		III		5	5		-----	23.2	21.3	-----	23.1		5	5		-----	26.5	24.4	-----	26.4
Keene State College		IIB	2	2	2		49.4	41.7	33.7	-----	42.6	2	2	2		62.2	53.2	43.9	-----	54.2
New England College		IIB	3	4	5		42.3	32.9	25.1	-----	32.7	3	4	5		55.1	43.7	31.3	-----	42.3
New Hampshire College		IIA	2	3	3		56.7	42.5	35.6	-----	45.9	2	3	3		72.8	55.8	46.4	-----	59.7
New Hampshire Tech. Inst.		III	5	5	5		36.5	30.7	27.5	-----	34.9	5	4	4		47.6	41.2	37.7	-----	45.8
N.H. Tech. Coll. at Berlin		III	5	5			35.0	30.6	-----		33.6	5	5			45.1	40.2	-----		43.5
N.H. Tech.Coll.at Claremont		III	5	5			34.9	30.3	-----	-----	31.4	5	5			45.4	40.4	-----	-----	41.6
N.H. Tech. Coll. at Laconia		III	5		5		35.9	-----	27.3		32.4	5		4		46.4	-----	36.9		42.6
N.H. Tech. Coll. Manchester		III	5	5			35.6	31.3	-----	-----	33.9	5	4			46.3	41.6	-----	-----	44.5
N.H. Tech. Coll. at Nashua		III	5	5	5		35.6	31.8	27.1		33.1	5	4	5		46.0	41.9	36.7		43.3
N.H. Tech. Coll. at Stratham		III	5				36.2	-----	-----		34.7	5				47.0	-----	-----		45.3
Notre Dame College		IIB	5	5	5		33.5	29.9	26.1	-----	28.6	5	5	5		39.3	38.3	31.2	-----	34.9
Plymouth State College		IIB	2	2	2	2	51.8	40.5	35.4	30.4	43.1	2	2	1	1	65.0	51.8	45.8	40.8	54.8
Rivier College		IIA	5	5	4	2	44.9	36.3	33.1	31.9	36.5	5	5	5	3	54.1	41.9	39.2	37.3	42.9

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
20.	99.	93.	8.	6.	5.6	6.1	5.7	5.0	117	80	61	18	16	31	59	13	66.4	48.1	41.3	25.6	60.4	46.0	39.1	33.1
22.	94.	78.	47.	4.	8.2	6.6	5.8	5.2	95	77	58	16	18	22	48	29	50.5	43.1	35.8	30.3	50.1	43.5	36.0	29.2
21.	ALL	93.	33.	23.	3.1	3.8	4.0	3.5	212	108	109	20	35	43	71	23	51.9	42.3	37.5	26.0	49.7	42.2	34.8	25.2
29.																								
22.	ALL	87.	34.	2.	6.2	6.3	6.5	6.6	304	196	152	25	32	60	92	38	60.9	45.9	42.6	29.9	54.9	44.5	37.5	27.1
22.	99.	89.	7.	11.	4.8	4.8	5.7	4.8	136	123	61	3	15	44	46	6	58.6	45.6	40.5	----	52.4	41.4	35.0	----
22.	98.	92.	11.		6.4	6.1	6.5	----	112	74	45	3	2	5	11	1	----	----	45.6	----	----	----	44.5	----
22.	ALL	98.	7.		4.7	5.3	4.5	----	74	72	66	4	12	31	44	1	57.8	47.4	41.8	----	56.7	43.0	40.1	----
21.	97.	85.	5.						241	107	107	2	23	29	68	16	78.5	54.2	47.0	----	74.4	50.6	42.2	----
25.	ALL	90.	29.						16	18	20		12	11	35		51.1	45.9	32.5		49.7	39.4	32.5	
22.	94.	94.	8.		6.5	6.5	7.4	----	16	15	5	1	1	2	7	3	----	----	----	----	-	-	----	----
27.	90.	67.	58.		5.1	5.7	6.1	----	27	10	14	2	15	2	17	1	43.3	----	31.1	----	40.3	----	30.2	----
25.	85.	38.	8.		7.3	6.5	7.2	----	10	5	5		3	8	8	5	----	----	----		----	----	----	----
21.	ALL	83.	21.		5.0	6.3	5.4		10	19	11		2	4	18		----	----	29.0		----	----	28.2	
22.	ALL	63.	29.		9.7	5.5	6.3	----	9	15	4	2	1	4	3	5	----	----	----	----	----	----	----	----
23.	98.	71.	15.		0.0	0.4	1.2		36	29	25	1	11	12	23	4	40.9	36.4	29.3	----	40.7	34.3	29.0	----
22.	ALL	53.	6.		0.1	2.5	2.1	0.6	43	13	14	5	2	4	4	1	----	----	----	----	----	----	----	----
22.	93.	77.	9.	4.	0.4	0.1	0.1	0.0	148	105	80	11	6	41	64	13	49.9	40.0	35.5	25.8	43.3	38.9	33.4	27.2
24.	ALL	58.	15.		0.0	0.3	0.3	----	13	17	28	2	2	2	13	1	----	----	31.0	----	----	----	30.7	----
21.	96.	54.							170	59	58	5	30	20	37	11	44.8	37.4	33.8	----	43.2	33.7	30.0	----
24.	88.	58.	18.		0.0	1.0	0.3	----	8	8	10	2		4	12	2	----	----	29.1	----		----	28.8	----
19.									5	8	12		1	4	11		----	----	28.5		----	----	29.3	
22.	97.	55.	26.	11.	2.9	2.4	7.3	5.4	33	17	11	7		3	8	12	----	----	35.4	26.7		----	29.6	25.2
15.					----	----	2.3	5.1	1	1	1	1		5	7	10	----	----	----	----		----	----	----
20.					----	4.5	4.5	6.7	3	4	2	2	2	9	17	4	----	----	----	----	----	----	----	----
23.	86.	25.							19	13	7		3	3	8	1	----	----	27.8		----	----	28.6	----
21.	97.	76.	22.	5.	4.5	4.2	4.1	4.2	60	94	64	10	6	25	63	12	65.2	46.9	35.8	27.3	62.0	43.2	34.3	22.3
22.	ALL	82.	64.		8.3	6.0	5.8	----	9	9	7	1	2	2	4	2	----	----	----	----	----	----	----	----
20.	ALL	ALL	7.						13	5	17	2	4	2	11	3	----	----	32.2	----	----	----	33.2	----
24.									1	5	3			1			----	----	----			----		
21.	95.	63.	25.		7.0	7.1	8.1	----	18	15	15	3	1	4	9	1	----	----	31.6	----	----	----	28.7	----
23.	ALL		52.						12	2	13	7	2	2	12	2	----	----	27.5	----	----	----	28.1	----
22.	95.	65.	4.		5.3	4.4	5.7	----	30	15	10	2	7	8	15		45.6	38.3	34.7	----	44.8	37.8	31.4	
23.	86.	88.	26.	11.	2.0	2.5	2.4	2.0	14	8	14	7			5	2	----	----	----	----			----	----
23.	78.	29.							16	8	5	1	2	6	2		----	29.0	----	----	----	29.6	----	
23.	98.	71.	27.	78.	1.0	1.3	1.3	1.0	72	70	59	1	9	19	33	8	51.1	43.4	36.7	----	49.2	43.2	36.1	----
21.	ALL	74.	5.		1.6	1.8	1.5	1.5	408	280	214	17	28	64	102	14	66.4	48.1	41.8	27.8	61.6	45.7	39.2	24.4
21.	99.	85.	14.		1.9	2.2	2.0	1.8	126	90	56	13	23	25	41	23	53.5	44.7	44.0	28.4	48.9	44.4	38.5	29.3
22.	96.	56.	15.	8.	2.1	3.0	2.5	3.6	36	17	25	4	10	8	16	9	48.7	43.1	32.0	----	46.0	36.9	32.9	----
16.		22.	6.						3	6	13			3	3		----	----	----			----	----	
16.	97.	86.	3.		2.0	2.9	3.6		130	92	56	1	15	41	39	4	65.1	49.2	39.8	----	60.8	45.4	37.8	----
19.	92.	85.	12.						134	151	131		18	41	83		60.1	47.8	40.3		56.3	47.0	37.4	
24.	89.	44.							6	6	8	1	3	3	11		----	----	29.2	----	----	----	26.6	
27.	99.	83.							140	55	76	3	23	34	38	2	80.5	55.9	43.9	----	66.6	50.0	40.9	----
28.					6.9	6.5	5.3	----	24	21	9		4	8	8	2	----	38.5	32.5		----	37.5	32.0	----
22.	ALL				4.1				14				4				----				----			
14.									1	2	2	2	2	6	8		----	----	----	----	----	----	----	
27.	ALL	91.	15.		14.6	15.0	11.3	----	49	29	22	1	12	17	18	1	49.5	41.9	34.2	----	49.0	41.3	33.1	----
29.	25.	15.			0.9	0.7	0.3	----	18	14	9	1	2	6	14	1	----	34.0	24.1	----	----	30.1	25.8	----
30.	10.				9.7	9.8	8.2	----	23	21	10	2	8	11	5	3	58.6	44.6	----	----	51.2	38.5	----	----
31.									34	4	2		41	10	5	1	37.1	----	----		35.9	----	----	----
30.									16	4	1		7	5			35.4	----	----		34.0	----		
32.									6	2	1	1	8	16	3	1	35.4	----	----	----	34.5	----	----	----
31.									13	1	8		3	1	1		----	----	----		----	----	----	
31.									24	6	1	1	9	7	1		35.8	31.6	----	----	34.9	31.1	----	
31.									10	6	4		8	1	2		35.7	----	----		35.4	----	----	
31.									10	4	1		11	1	2		36.1	----	----		36.3	----	-	-
22.					----	4.3	6.2	----	3	5	2		3	6	11	4	----	----	----		-	-	----	----
27.	98.	95.	24.		7.4	8.0	8.3	----	49	37	22	1	10	18	16	5	52.7	41.6	36.6	----	47.0	38.3	33.7	----
18.	92.	83.			0.0	1.0	0.3		9	12	4		3	17	14	7	----	35.9	----		----	36.5	----	----

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR AO AI IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR AO AI IN AR	(4) RATING OF AVERAGE COMP. PR AO AI IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR AO AI IN AR
NEW HAMPSHIRE (CONTD)						
Saint Anselm College		IIB	2 2 2 2	51.2 40.3 33.8 27.9 38.1	2 2 2 2	63.3 50.8 43.5 36.8 48.3
University of New Hampshire	18	I	4 4 5	58.7 45.4 37.5 48.2	4 4 4	72.9 57.5 48.3 60.7
NEW JERSEY						
Atlantic Community College		III	1 1* 1	54.4 51.0 40.5 ----- 46.9	1 1* 1	69.4 65.4 53.3 ----- 60.6
Bergen Community College		III	1* 1* 1* 1	68.7 59.0 43.7 34.5 53.7	1* 1* 1* 1	82.7 71.7 54.5 43.8 65.6
Bloomfield College		IIB	2 1 2	47.6 43.4 35.4 ----- 40.6	2 1 2	60.2 54.7 44.3 ----- 51.0
Caldwell College		IIB	3 3 3	46.8 38.2 31.1 ----- 35.9	3 3 3	56.6 46.8 38.7 ----- 44.1
College of Saint Elizabeth		IIB	3 3 3	42.6 38.8 32.2 ----- 36.5	4 4 3	49.0 43.7 38.4 ----- 42.0
Drew University		IIA	2 2 2	60.3 46.3 38.6 ----- 52.9	1 2 2	76.2 58.0 47.9 ----- 66.4
Fairleigh Dickinson Univ.	65	IIA	3 3 1 1*	53.0 44.0 40.4 38.8 45.9	2 2 1 1	69.2 57.9 51.7 47.6 59.7
Jersey City State College		IIB	1* 1* 1*	64.9 52.5 40.5 ----- 52.0	1* 1* 1*	84.0 69.7 55.8 ----- 69.2
Mercer County Comm. College		III	1 1 1 1	57.8 50.4 38.8 32.6 47.4	1 1* 1 1	74.1 65.5 52.2 44.8 62.0
Monmouth College		IIA	1 1 1	61.6 50.9 40.8 ----- 51.9	1 1 1	78.3 66.8 52.3 ----- 66.9
Montclair State College		IIA	1 1 1 3	64.7 52.1 41.7 30.0 53.2	1 1 1 2	80.2 66.1 54.1 40.6 67.2
New Jersey Inst. of Tech.		IIA	1* 1* 1*	77.1 60.6 50.1 61.5	1* 1* 1*	97.6 79.0 67.0 79.9
Princeton University		I	1* 1 2 1	96.3 56.4 43.7 38.9 74.9	1* 1 2 2	115.4 68.6 53.4 45.5 90.1
Rider College		IIA	1 1* 1*	63.6 55.2 51.1 ----- 56.4	1 1 1*	76.4 66.8 60.4 ----- 67.7
Rutgers,State Univ.-Camden	22	IIA	1* 1* 1* 2	86.0 63.3 51.0 32.9 64.8	1* 1* 1* 1	106.0 80.5 66.4 44.8 82.0
Rutgers,State Univ.-Newark	22	IIA	1* 1* 1* 1	89.3 64.0 52.6 35.9 69.3	1* 1* 1* 1	109.7 81.2 68.2 48.4 87.1
Rutgers,State Univ.-N.Brswck	22	I	1 1* 1 3	84.6 61.1 47.8 29.3 66.5	1 1* 1 3	104.5 78.0 62.4 40.6 83.8
Saint Peter's College	139	IIB	2 2 3	47.7 39.1 31.7 ----- 40.4	2 2 2	60.0 49.8 41.2 ----- 51.4
Seton Hall University		IIA	1* 1* 1 1	73.6 55.7 41.4 37.5 55.3	1* 1 2 1	89.4 68.3 50.7 43.7 67.5
Trenton State College		IIB	1* 1* 1*	64.4 52.4 42.2 ----- 52.5	1* 1* 1*	84.5 69.1 55.7 ----- 69.0
William Paterson College		IIB	1* 1* 1* 1	65.3 51.9 40.9 33.5 53.5	1* 1* 1* 1*	85.9 68.7 54.1 44.3 70.7
NEW MEXICO						
Eastern New Mexico Univ.		IIA	4 5 5 2	49.7 37.7 32.1 32.3 36.0	4 5 5 2	60.5 46.6 39.9 40.2 44.6
Eastern New Mexico U-Roswell		III	2	----- 28.8 28.6	4	----- 34.7 34.4
New Mexico Highlands Univ.		IIA	5 5 5	43.5 36.2 30.5 34.9	5 5 5	54.1 45.4 38.6 43.9
New Mexico Inst. Min.&Tech.		I	5 5 3	53.8 42.1 40.5 ----- 44.8	5 5 4	64.8 51.2 49.4 ----- 54.4
New Mexico St. Univ- Main	3	I	5 5 5 5	52.4 43.3 36.0 24.5 43.4	5 5 5 5	64.1 53.1 44.4 31.0 53.3
New Mexico St.U. Alamogordo	3	III	4 4	----- ----- 29.5 26.3 28.8	5 4	----- ----- 36.7 32.0 35.5
New Mexico St.Univ. Carlsbad	3	III	4 4	----- 34.7 30.6 ----- 32.8	4 4	----- 43.5 36.9 ----- 40.2
New Mexico St.Univ.-Grants	3	III		----- ----- ----- ----- 26.2		----- ----- ----- ----- 32.8
New Mexico St.Univ.-Dona Ana	3	III	5 5 5	----- 32.5 27.4 25.2 27.9	5 5 5	----- 39.5 33.6 31.5 34.4
Saint John's College		IIB		44.2		58.7
San Juan College		III	4 2 1	----- 35.2 33.7 32.0 33.8	4 3 2	----- 44.3 42.3 40.3 42.5
Univ. New Mexico-Albuquerque		I	5 5 4	57.9 43.1 37.9 46.6	5 5 5	69.3 52.1 45.9 56.1
NEW YORK						
Adirondack Community College		III	2 3 4	49.0 38.1 29.3 ----- 37.3	2 3 4	62.5 48.2 37.2 ----- 47.5
Alfred University		IIA	3 3 3 3	52.0 42.7 36.7 30.0 43.9	3 3 3 3	64.1 53.8 46.7 36.7 54.8
Alfred U.-NYS Coll. Ceramics		IIA	1 2 2	66.7 44.8 39.3 51.9	1 2 2	86.3 57.9 50.8 67.1
Barnard College		IIB	1* 1* 1 2	73.3 51.6 39.5 28.6 50.8	1* 1* 1* 2	94.3 65.2 50.9 37.9 65.4
Broome Community College		III	1 1 1 1	55.2 46.3 38.6 33.2 46.8	1 1 1 2	69.6 58.2 48.6 39.3 58.9
Canisius College		IIA	2 1 3	54.2 48.0 37.0 46.8	3 2 3	67.9 59.9 45.0 58.2
Cayuga County Comm. College	13	III	2 4	46.9 35.7 ----- ----- 43.6	2 3	59.9 46.6 ----- ----- 56.1
Cazenovia College		IIB	3 4 4	44.3 35.4 29.5 ----- 33.7	3 3 4	54.9 44.5 37.4 ----- 42.3
Clarkson University		I	2 2 1	70.3 51.5 47.5 ----- 56.3	2 2 1	87.5 65.8 59.3 ----- 70.7
Clinton Community College		III	4 2 4 4	41.4 40.5 29.8 25.9 34.1	3 2 4 4	53.3 52.3 39.5 34.8 44.6
Colgate University		IIB	1* 1* 1*	66.9 50.5 40.6 ----- 53.9	1* 1 1	84.8 63.7 49.7 ----- 67.7
College of Aeronautics		III	3 2 1	44.8 41.0 ----- 33.1 40.8	3 2 1	58.1 53.5 ----- 43.9 53.2
College of Mount St. Vincent		IIB	3 2 1	----- 38.8 33.6 31.5 36.6	3 3 1	----- 47.6 41.0 38.5 45.0
College of New Rochelle		IIA	3 2 2	53.9 44.9 39.1 ----- 44.7	2 2 2	69.3 57.9 49.9 ----- 57.4
College of Saint Rose		IIA	5 4 4 3	45.6 40.8 32.9 29.2 37.4	5 4 5 4	53.4 50.3 40.3 35.0 45.5
Columbia-Greene Comm.College	51	III	2 2 2	50.2 41.5 35.8 ----- 40.5	1 2 2	67.4 54.4 47.5 ----- 53.7
Columbia University	52	I	1* 1 1 1*	88.2 55.4 45.2 46.9 68.7	1* 1* 1* 1*	113.6 76.7 64.6 66.6 91.5
Columbia U.-Teachers College		I	2 1 2 4	74.5 54.4 42.2 28.2 58.7	1 1 1 3	96.4 72.3 57.2 40.9 77.4
Concordia College		IIB	5 5 5	35.2 28.9 27.5 ----- 30.3	5 5 4	43.6 36.6 36.3 ----- 38.7
Cooper Union for Adv.Sci&Art		IIB	1* 1* 1*	68.4 51.4 43.3 60.7	1* 1* 1*	87.2 67.3 60.0 78.4
Cornell Univ.-Endowed Colls.	56	I	1 1 1	78.7 56.2 48.2 ----- 62.7	1 1* 1*	104.7 74.8 64.0 ----- 83.4
Cornell Univ.-Statutory Clls	57	I	3 2 2 2	65.1 51.1 43.1 35.0 54.9	3 1 1 1	84.7 69.1 59.8 50.6 73.2
Corning Community College		III	1 2 4 3	53.0 39.2 31.0 28.4 43.1	2 2 3 2	67.0 50.7 40.9 37.7 55.2
Dominican College		IIB	2 2 1	----- 40.0 35.4 30.6 36.5	2 2 2	----- 50.8 43.8 36.7 45.4
Dowling College		IIB	1* 1* 1*	66.1 59.6 48.4 ----- 56.3	1* 1* 1*	89.1 82.2 67.9 ----- 77.6
Dutchess Community College		III	1 1 1 2	55.8 46.6 39.1 31.3 43.4	1 1 1 1	71.5 60.6 51.5 41.8 56.6
D'Youville College		IIB	4 3 3 1	40.4 38.5 32.7 32.5 35.9	4 3 3 2	48.5 45.6 39.0 38.0 42.7
Elmira College		IIB	2 4 3	49.7 34.2 30.6 35.9	1 3 3	66.6 44.9 39.5 47.2

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
27.	ALL	86.	25.		4.0	4.0	4.0	4.0	11	25	32	4	5	10	19	3	----	40.9	34.5	----	----	38.7	32.7	----
26.	ALL	96.	2.		0.1	0.0	0.3		176	168	66		20	85	61		59.8	46.6	38.2		49.0	42.9	36.8	
29.	ALL	ALL	44.		4.8	4.7	4.9	----	13	11	17		5	12	17	2	----	54.0	45.6		----	48.3	35.5	----
22.	ALL	98.	68.	7.					38	52	17	3	21	33	20	12	69.7	61.4	45.9	----	66.9	55.1	41.8	----
26.	ALL	69.	18.						8	8	11	1	4	5	6	3	----	----	35.4	----	----	----	35.3	----
23.	ALL	46.			3.9	3.1	3.6	----	2	5	10	3	8	8	13	1	----	----	31.4	----	----	----	31.0	----
15.	ALL	74.			5.0	5.7	5.5	----		1	4	1	9	18	12	2		----	----	----	----	----	----	----
26.	ALL	89.			4.6	5.6	7.8	----	45	16	8	1	16	12	7	3	61.7	47.5	38.6	----	56.6	44.8	38.7	----
30.	97.	76.	22.		2.2	2.2	2.5	0.9	122	52	36	5	25	11	18	3	53.2	44.1	42.4	----	51.9	43.2	36.4	----
33.	ALL	95.	44.		5.0	5.0	5.0	----	58	39	44		22	27	46	1	65.4	53.1	40.5		63.5	51.7	40.5	----
31.	ALL	94.	74.	40.					32	21	14	6	9	10	21	9	59.2	50.8	41.1	34.0	53.1	49.4	37.3	31.6
29.	93.	91.	3.		6.6	6.1	6.8	----	36	46	12		5	9	17	1	----	51.6	45.0		----	47.3	37.9	----
26.	ALL	94.	49.	22.					106	77	72	5	49	53	53	4	65.1	53.1	42.2	----	63.8	50.7	41.0	----
30.	94.	78.	11.						97	87	59		7	11	12		77.5	60.7	50.7		71.4	59.8	47.1	
20.	ALL	ALL			4.6	6.6	5.3	5.4	359	49	127	9	43	17	52	7	97.1	57.9	44.1	40.0	89.6	52.3	42.7	37.5
20.	ALL	99.	2.		6.0	6.0	6.0	----	46	73	19		13	30	22	1	65.3	56.8	53.2		57.9	51.4	49.3	----
27.	ALL	88.	2.						52	59	30	2	9	14	31	4	87.4	63.7	52.8	----	78.0	61.7	49.3	----
26.	96.	90.	1.						111	86	37	4	30	39	36	12	90.4	64.6	56.0	----	85.1	62.7	49.1	----
26.	97.	95.	2.						509	291	146	41	92	102	112	49	85.7	61.9	49.6	28.6	78.7	58.7	45.4	29.9
27.	ALL	93.	14.		8.6	7.7	7.5	6.8	38	33	10	2	8	9	11	3	47.8	40.0	33.7	----	47.3	35.5	29.8	----
22.	98.	85.	21.	8.	4.0	4.0	4.0	4.0	81	77	62	6	17	33	39	7	73.6	55.8	41.6	36.1	73.4	55.4	41.0	38.7
32.	99.	91.	38.		3.4	3.9	3.4	----	81	54	71		27	27	52	1	64.5	53.3	42.4		64.1	50.6	42.0	----
32.	97.	88.	32.		7.5	9.0	8.7	----	84	55	52	4	36	42	36	3	65.4	52.3	40.6	----	65.1	51.5	41.2	----
24.	86.	74.	14.		6.2	5.1	4.8	3.9	17	32	34	6	4	10	29	5	----	38.3	33.3	----	----	35.9	30.7	----
20.				49.			----	4.0			2	17				24			----	28.9				28.8
26.	ALL	50.	8.						20	23	31		6	9	28		43.7	36.8	31.0		42.9	34.5	30.0	
21.	87.	84.	7.		9.3	8.5	5.1	----	36	28	27	2	3	4	2	3	----	----	----	----	----	----	----	----
23.	95.	77.	5.		3.8	4.8	4.7	3.4	185	133	108	4	17	34	88	13	52.8	44.4	36.7	----	48.0	38.9	35.2	----
23.			50.	8.	----	----	3.5	5.3	3	1	6	12		2	6	12	----	----	29.8	26.6		----	29.1	26.1
23.		ALL	11.		----	----	4.5	7.7	2	5	3	1	2	1	6	4	----	----	----	----	----	----	----	----
25.					----	----	----	----		1	1	2	1	1	4			----	----	----	----	----	----	
23.		89.	17.		----	5.3	4.6	8.6	3	2	11	9	1	7	12	13	----	----	28.1	25.6	----	----	26.8	24.9
33.																								
26.					----	5.3	5.3	5.3	3	12	8	15	2	4	6	11	----	----	33.8	32.0	----	----	33.4	32.0
20.	98.	90.	8.		4.8	5.0	4.5		257	185	100		57	83	95		59.4	44.4	39.4		51.5	40.0	36.3	
27.	ALL	95.	55.		5.3	4.7	5.6	8.0	28	11	17	1	2	10	25	2	----	37.9	29.1	----	----	38.4	29.5	----
25.	96.	92.	14.		5.3	5.0	6.9	5.0	39	22	19	1	7	3	17	5	52.6	----	39.2	----	48.6	----	34.0	----
29.	ALL	ALL	86.		4.1	3.3	8.0		14	14	5			3	2		----	----	----			----	----	
29.	98.	79.			5.7	10.9	6.8	10.0	22	11	22		27	8	34	6	77.8	54.2	39.7		69.6	48.1	39.4	----
26.	ALL	94.	53.	29.	5.9	6.2	6.7	8.5	43	37	19	4	12	25	21	3	56.9	48.8	39.9	----	49.3	42.5	37.4	----
24.	ALL	85.	18.		4.5	4.8	4.6		51	60	32		6	13	19		55.4	49.1	40.5		44.1	42.8	31.0	
29.	ALL	ALL							32	1	2	1	9	6	3	1	47.9	----	----	----	43.0	----	----	----
26.	ALL	85.	10.		7.9	5.1	5.1	----	3	4	10		5	9	11	3	----	----	29.5		----	----	29.5	----
26.	96.	88.			3.6	3.4	4.6	4.4	54	52	36	1	1	6	7	4	----	52.3	47.5	----	----	44.6	47.8	----
31.	ALL	93.	14.						5	7	7	5	1	7	7	4	----	41.8	30.5	----	----	39.3	29.1	----
26.	ALL	98.			2.8	3.5	5.2	----	70	39	31	1	8	22	25	2	67.6	51.1	41.2	----	61.2	49.5	39.8	----
30.	85.	79.			3.6	3.6	----	3.6	19	22	5	7	1	6			----	41.6	----	----	----	39.1		
23.		75.	20.		----	6.1	4.0	----		10	6	3	5	14	14	4		38.8	33.5	----	----	38.9	33.6	----
28.	ALL	84.	29.		6.6	6.4	7.0		5	14	8		6	24	9	1	----	44.9	37.3		----	44.9	40.7	----
22.	ALL	90.	26.		3.0	2.7	2.4	5.6	8	29	21	5	11	21	25	9	45.7	40.6	34.1	----	45.5	41.1	31.8	----
33.	ALL	ALL	56.		0.0	0.0	0.0	----	11	7	8	3	1	9	8	2	----	43.5	37.8	----	----	40.0	33.8	----
33.	90.	32.							409	127	142	6	68	58	57	5	89.6	57.4	46.0	----	79.7	51.1	43.3	----
32.	ALL	64.			2.6	2.9	3.6	5.9	35	22	7	3	23	22	15	9	76.6	57.8	42.5	----	71.2	51.1	42.2	----
28.	73.	33.			2.7	4.3	3.5	----	10	2	4	1	1	4	10		----	----	----	----	----	----	----	
29.	ALL	61.			0.0	0.4	3.3		31	11	5		4	7	1		----	52.5	----		----	49.7	----	
33.	99.	90.			3.4	4.2	4.2	----	401	150	104	2	46	39	44	1	79.4	56.6	49.7	----	72.7	54.7	44.4	----
33.	98.	94.			4.1	5.5	6.7	7.5	290	174	66	16	28	57	39	25	65.4	51.6	43.7	36.6	61.6	49.8	42.0	34.0
28.	ALL	84.	16.		6.0	6.0	6.0	6.0	49	10	9	6	9	9	10	3	54.2	41.6	30.1	----	46.4	36.5	31.8	----
24.		90.	53.		----	7.7	7.0	14.0	3	5	7	2	1	5	12	7	----	----	36.8	----	----	----	34.6	----
38.	92.	69.	25.						19	22	23	1	6	7	13	2	67.3	60.4	48.8	----	62.1	57.0	47.6	----
30.	ALL	ALL	76.	3.	5.8	5.3	7.0	6.6	27	18	20	13	15	12	17	25	56.3	47.1	39.7	31.2	54.9	45.7	38.4	31.4
19.	ALL	77.	9.		7.4	7.1	8.1	5.5	8	10	12		7	12	20	7	40.0	39.2	32.3		40.8	38.0	32.9	----
31.	92.	96.	38.		8.0	8.4	8.8		13	11	16			13	10		----	36.3	30.6			32.5	30.6	

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
NEW YORK (CONTD)																				
Erie Comm. College (North)	64	III	2	2	1	3	50.0	43.5	38.8	27.8	42.7	2	2	1	4	61.7	53.8	48.2	34.8	52.8
Erie Comm. College (City)		III	2	2	1	3	49.5	43.0	38.4	28.0	39.4	2	2	1	3	61.8	54.1	48.6	36.2	49.8
Erie Comm. College (South)		III	2	2	1	4	48.9	43.6	38.5	27.0	41.8	2	2	1	3	61.7	55.3	49.2	35.5	53.1
Fashion Inst. of Technology		III	1*	1*	1*		74.8	57.5	48.5	-----	56.8	1*	1*	1*		92.4	73.4	63.4	-----	72.5
Finger Lakes Community Coll.		III	2	3	3	3	48.1	38.3	33.0	28.3	38.3	2	3	3	3	62.1	49.3	42.5	36.6	49.4
Fordham University	69	I	2	1	2	1	74.4	57.3	44.4	37.0	59.0	1	1	2	1	94.5	72.9	55.7	47.0	74.8
Fulton-Montgomery Comm.Coll.		III	1	1	2	3	53.0	44.6	34.2	28.2	42.1	2	1	2	3	66.9	57.0	44.6	37.6	54.0
Genesee Community College		III	2	2	2	4	49.1	42.2	33.6	26.3	43.6	2	2	2	4	63.5	55.0	44.1	34.2	56.6
Hamilton College		IIB	1	1	1	1*	63.1	47.8	37.8	35.4	47.8	1	1	1	1*	80.1	60.8	47.6	43.5	60.4
Hartwick College		IIB	2	2	2		50.5	42.3	34.0		41.9	2	2	3		62.8	51.7	40.9		51.3
Herkimer County Comm.College		III	3	4	5	5	43.6	35.6	28.3	23.7	33.6	3	3	4	4	57.7	47.2	38.1	32.1	44.8
Hilbert College		IIB	5		5	3	31.8	-----	26.1	26.9	27.8	5		5	3	37.6	-----	31.5	32.8	33.6
Hobart-William Smith Colls.		IIB	1	1	2		60.5	46.2	35.2	-----	49.5	1	1	2		74.9	57.9	43.1	-----	61.4
Hofstra University		I	1	1	1	1	75.7	55.0	47.0	36.9	58.4	1	1	1	2	95.6	69.2	57.9	43.7	73.1
Houghton College		IIB	4	4	5		37.0	32.3	26.5	-----	32.7	4	4	5		48.7	42.4	34.3	-----	42.8
Hudson Valley Comm. College		III	1	2	1	3	53.1	43.5	37.0	28.4	42.7	1	2	1	3	67.1	55.5	47.8	37.4	54.6
Iona College		IIA	2	2	2	3	59.4	46.2	39.3	28.8	46.1	2	2	2	3	75.6	59.4	49.6	36.5	58.7
Ithaca College	89	IIB	1	1	1	2	60.6	48.4	36.6	28.4	44.3	1	1	1	2	76.1	60.5	46.1	36.1	55.7
Jamestown Community College		III	2	3	3	3	48.0	37.9	32.5	28.7	38.4	2	3	3	3	61.0	49.1	42.9	37.6	49.6
Jefferson Community College		III	1	2	2	2	55.3	41.6	36.2	30.4	40.6	1	2	2	2	69.1	52.8	46.4	39.6	51.6
Keuka College		IIB	4	4	4		40.3	34.6	28.3		33.8	4	4	5		47.3	41.2	33.5		39.9
Le Moyne College		IIB	1	1	1		54.2	45.5	36.5	-----	44.5	1	1	1		68.4	57.6	46.5	-----	56.4
Long Island University	95	IIA	1	1	1	1	63.1	51.3	40.8	34.6	53.1	1	1	1	2	82.5	67.2	52.0	43.4	69.0
Marist College		IIB	1	1	1		58.0	48.5	37.3		41.7	1	1*	1		74.1	64.3	48.1		54.2
Maryknoll School of Theology		IIB					-----	-----			38.4					-----	-----			44.0
Marymount Coll. Tarrytown	101	IIB	3	4	4		42.6	34.9	29.7	-----	35.7	3	4	3		54.6	44.2	38.3	-----	45.5
Marymount Manhattan College		IIB		2	2		-----	40.7	33.2		38.2		2	3		-----	49.5	40.7		46.4
Medaille College		IIB	3	3	5		43.5	37.1	27.6	-----	34.9	3	3	5		52.5	44.6	32.2	-----	41.8
Mercy College	104	IIB	1	2	2	3	52.4	39.9	34.1	27.2	41.6	2	2	2	3	64.0	49.3	42.3	33.8	51.1
Mohawk Valley Comm. College	100	III	2	2	3	4	46.1	39.1	32.1	25.3	35.6	3	3	3	4	57.9	49.5	41.2	33.1	45.3
Molloy College		IIB	1	1	2	2	54.1	43.5	35.3	28.9	38.1	1	1	1	2	69.7	55.1	46.3	37.5	49.4
Monroe Community College	112	III	1	1	1	1	58.4	47.6	39.3	32.5	47.6	1*	1	1	2	74.9	60.4	49.5	40.8	60.7
Mount Saint Mary College		IIB	2	2	2	2	51.4	40.7	34.9	28.0	39.5	2	2	2	3	63.3	50.5	42.4	32.4	48.2
Nassau Community College		III	1*	1*	1*	1*	76.6	59.6	51.4	42.8	62.5	1*	1*	1*	1*	97.3	80.2	71.5	62.5	82.9
Nazareth Coll. of Rochester	24	IIB	2	1	2		51.3	42.8	34.3		43.0	2	2	2		63.4	53.3	42.5		53.2
N. Y. College Podiatric Med.		IIA	2	3	2		59.4	43.7	37.7		49.0	2	3	3		71.2	53.9	47.2		59.7
New York Inst. of Technology	114	IIA	2	1	1	2	56.9	49.2	41.0	32.1	49.1	2	1	1	2	72.6	64.2	54.6	42.9	63.9
New York University		I	1*	1*	1*	2	88.7	59.1	50.7	35.3	68.3	1*	1*	1*	1	117.2	78.5	67.4	46.9	90.5
Niagara County Comm. College		III	1	1	1	1	54.3	47.0	39.6	31.8	45.7	1	1	1	1	68.0	59.6	50.8	41.7	58.0
Niagara University		IIA	3	3	2		50.3	43.0	37.6	-----	44.3	4	4	3		61.2	52.4	44.8	-----	53.7
North Country Comm. College		III	2	2	3	4	46.1	43.5	32.8	26.5	37.7	2	1	2	3	60.2	57.2	44.4	36.3	50.1
Onondaga Community College		III	2	2	2	2	48.9	41.8	36.2	31.2	41.4	1	1	1	1	72.8	57.3	49.6	42.8	58.5
Orange County Comm. College		III	1	1	1	1	55.9	47.7	40.2	32.0	43.5	1	1	1	1	72.3	62.2	53.0	42.8	57.1
Pace University	127	IIA	1	1	1		68.5	51.3	43.6	-----	57.6	1	1	1		85.1	64.3	55.6	-----	72.0
Pace Univ. School of Law		IIA	1*	1*			104.7	84.2			97.5	1*	1*			125.5	99.5			116.4
Paul Smith's Coll. Arts&Sci.		III	5	5	5	5	32.3	31.0	25.3	21.6	28.4	5	5	5	5	39.6	37.9	31.2	27.0	34.9
Rensselaer Polytechnic Inst.	3	I	2	1	1		75.0	54.8	47.5		64.0	2	1	1		92.2	70.3	60.1		79.9
Rochester Institute of Tech.		IIA	2	2	1	2	56.8	47.6	41.7	32.1	46.6	2	2	1	2	71.0	60.3	52.7	41.0	58.7
Rockefeller University		I	1*	3	5	4	94.0	47.6	37.3	26.0	43.7	1*	3	4	4	123.8	61.1	47.3	33.4	56.5
Rockland Community College		III	1	1	1	2	56.1	45.6	37.6	31.4	44.7	1	1	1	1	72.5	60.1	50.5	43.1	58.9
Russell Sage College		IIA	4	4	3	3	48.7	40.9	35.1	28.6	39.7	4	4	4	3	60.9	50.6	43.5	35.9	49.3
Sage Junior Coll. of Albany		III	4	5	5		39.3	32.9	28.1	-----	33.1	4	5	5		48.8	41.1	35.2	-----	41.2
St.Bonaventure University		IIA	4	4	2		49.2	39.8	37.7	-----	42.5	3	3	2		64.2	53.5	49.5	-----	56.2
St. Francis College		IIB	1	1	2	2	54.3	46.6	35.0	28.8	44.6	1	1	1	2	68.9	60.7	45.7	37.3	57.3
St. John Fisher College		IIB	2	1	1		51.3	42.7	37.6	-----	43.2	2	2	2		63.5	51.2	45.1	-----	52.4
Saint Joseph's College	152	IIB	2	2	2	3	49.5	39.8	34.9	26.8	37.2	2	3	2	3	58.4	47.8	41.9	32.7	44.6
St. Lawrence University		IIB	1	1	1	1	62.7	47.3	36.6	32.4	48.8	1	1	1	1	79.9	61.3	47.2	39.0	62.7
St. Thomas Aquinas College		IIB	2	2	1		51.0	40.8	37.4	-----	41.9	2	2	1		61.7	52.6	45.4	-----	51.5
Sarah Lawrence College	145	IIB	1	1	1		62.3	47.8	39.8		54.1	1	1	1		77.9	61.0	49.5		67.7
Schenectady Co. Comm. Coll.		III	2	3	4	5	47.6	36.4	29.0	18.2	36.6	2	3	4	5	61.7	48.3	39.6	26.8	48.7
Siena College		IIB	2	1	1		51.5	42.9	35.7	-----	43.4	1	1	1		66.7	56.7	47.4	-----	57.0
Skidmore College		IIB	1*	1*	1		64.2	49.2	39.7	-----	49.8	1*	1*	1*		83.1	63.9	51.6	-----	64.6
SUNY Coll. Tech. at Alfred		III	1	2	3	3	52.5	43.8	33.5	27.5	41.4	1	1	2	3	67.4	57.0	44.1	35.7	53.7
SUNY Coll. Tech. at Canton		III	2	2	2	4	46.8	39.2	34.3	26.5	40.1	2	2	2	4	60.4	50.3	44.4	33.2	51.7
SUNY Coll. Tech at Cobleskil		III	2	3	2	4	49.1	38.1	34.2	27.0	40.4	2	3	2	4	63.0	49.7	44.2	34.6	52.1
SUNY Coll. Tech. at Delhi		III	2	2	4	3	48.3	39.4	30.7	28.3	38.3	2	2	4	3	63.2	51.1	40.2	36.3	49.9
SUNY Coll. Tech. at Frmgdle		III	1	1	2	2	55.9	45.4	35.0	29.3	45.0	1	1	2	3	71.4	57.8	45.1	37.4	57.6
SUNY Coll. Tech. at Morsvle		III	2	3	3		49.7	39.0	31.7	-----	39.8	2	2	3		64.3	50.5	41.2	-----	51.5
SUNY College at Brockport		IIA	2	1	2		60.3	50.1	39.7		49.2	1	1	2		77.8	65.1	50.9		63.6
SUNY College at Buffalo		IIA	3	3	3		53.6	43.3	35.9	-----	44.4	2	3	3		69.3	56.0	46.4	-----	57.3
SUNY College at Cortland		IIA	3	4	4		53.0	41.1	34.1		43.2	2	3	4		69.1	53.7	43.9		56.3
SUNY College at Fredonia		IIA	2	3	4	4	56.2	43.8	35.0	26.5	45.0	2	2	3	4	73.1	56.9	45.1	34.8	58.5

(6)	(7)	(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY	PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
						MEN				WOMEN				MEN				WOMEN			
	PR AO AI IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
24.	ALL ALL ALL 36.					73	15	11	15	38	13	13	35	50.4	44.0	39.0	27.5	49.1	42.8	38.7	28.0
26.	ALL ALL ALL 33.					21	15	10	11	10	9	10	22	49.4	42.7	38.2	28.0	49.8	43.5	38.6	28.0
27.	ALL ALL ALL 26.					29	13	11	7	10	14	4	12	49.1	43.9	----	27.6	48.2	43.3	----	26.7
28.	ALL ALL 97.					29	25	46	1	15	14	45	2	76.3	57.2	48.9	----	72.1	57.8	48.0	----
29.	ALL 96. 64. 10.	4.7	5.4	5.1	5.5	28	11	11	11	4	13	11	9	----	40.0	33.4	29.3	----	36.9	32.6	27.1
27.	96. 78. 24.					129	132	83	6	37	51	57	3	77.3	57.5	46.1	----	64.3	56.6	41.9	----
28.	ALL ALL 79.					14	10	7	5	3	5	7	3	----	----	35.0	----	----	----	33.3	----
30.		2.8	3.3	3.5	4.5	33	3	6	2	18	5	7	6	50.3	----	34.1	----	47.0	----	33.2	----
26.	98. ALL	5.5	4.9	6.8	6.5	41	22	27	3	5	15	22	14	----	47.9	37.7	----	----	47.7	37.8	----
22.	ALL 83. 14.	3.3	3.4	3.5		43	13	14		7	10	22		51.2	44.1	34.6		46.2	39.9	33.7	
33.	ALL ALL 50. 29.	0.0	0.0	0.0	0.0	15	21	8	7	5	7	14	7	----	37.1	30.4	24.2	----	31.2	27.2	23.3
21.		----	----	3.0	4.0	3	1	4	4	3	2	8	3	----	----	----	----	----	----	----	----
24.	ALL ALL	1.9	3.1	4.1		52	22	11	2	9	17	23	1	60.8	45.9	35.7	----	59.3	46.6	35.0	----
25.	96. 83. 8.	5.5	5.5	5.5	----	106	89	90	4	21	42	51	3	77.7	55.8	47.4	----	65.9	53.4	46.2	----
31.	83. 72. 6.	0.1	0.0	0.0		28	24	7		2	5	10	1	----	----	26.8		----	----	26.3	----
28.	ALL ALL ALL					73	31	33	19	25	25	33	29	53.4	46.3	39.1	28.2	52.3	40.0	35.0	28.4
28.	ALL 80. 42.					35	59	35	2	7	22	24	8	61.2	47.1	41.7	----	50.6	43.9	35.7	----
26.	ALL 95. 3.	4.0	4.6	4.7	7.7	57	103	105	11	13	50	79	10	61.4	48.8	34.9	28.5	57.2	47.5	38.8	28.3
29.	ALL 97. 76. 14.					27	20	8	10	9	14	13	11	49.2	39.2	33.3	27.7	44.2	36.1	32.0	29.7
27.	ALL ALL 73.					15	8	7	9	4	5	8	10	----	----	37.3	31.3	----	----	35.2	29.6
18.	ALL 63. 5.	4.2	5.1	5.8		13	2	10		2	6	9		----	----	28.4		----	----	28.2	
27.	ALL 98. 11.	5.0	5.9	10.6	----	24	32	21	1	6	18	15	2	56.8	44.1	37.3	----	44.1	48.0	35.5	----
30.	97. 66. 5.	5.7	6.2	9.2	7.7	182	123	52	9	51	52	72	13	64.4	51.7	41.6	33.6	58.7	50.3	40.3	35.3
30.	75. 76. 30.	3.5	3.3	3.8		15	27	56		1	7	35		----	50.6	37.9		----	40.6	36.3	
15.						2	3			1	1			----	----			----	----		
27.	ALL 83. 38.	3.4	3.4	8.2		10	7	4	1	7	17	9	1	42.3	38.4	----	----	43.1	33.5	----	----
21.	88. 42.	----	7.7	7.6		2	9	10		2	17	9		----	40.7	34.7		----	40.7	31.6	
20.	ALL 69.	7.5	8.8	9.0	----	6	9	5	2	5	7	8		----	35.9	----	----	----	38.5	----	
23.	92. 37.	7.0	7.0	7.0	7.0	29	26	24	2	24	12	24	4	53.4	39.8	35.5	----	51.3	40.3	32.8	----
27.	ALL 97. 81. 29.	5.0	5.0	5.0	5.0	25	23	32	19	11	11	20	12	47.1	39.8	34.7	26.2	43.9	37.4	27.9	24.0
30.	ALL 75. 50.	6.2	7.6	11.1	7.6	4	6	7	3	12	14	51	19	---	45.7	33.3	----	----	42.5	35.6	----
27.	ALL 96. 82. 16.	0.7	1.1	0.6	0.4	81	46	27	16	28	27	28	22	58.7	47.9	39.7	33.4	57.4	47.0	39.0	31.9
22.	ALL 63. 9.	5.1	6.5	7.3	----	6	4	9	1	8	4	14	5	54.2	----	36.4	----	49.3	----	33.9	----
33.	ALL 99. 96.					153	77	38	29	63	49	45	60	78.3	60.9	52.6	43.7	72.4	57.5	50.3	42.4
24.	ALL 88. 9.	2.0	2.7	2.3		17	20	16		20	13	19		49.3	43.2	34.9		53.0	42.3	33.7	
22.						10	6	3		2	5	3		----	----	----		----	----	----	
30.	91. 72. 21.					58	84	30	4	10	22	13	7	56.6	50.1	41.5	----	58.9	45.7	40.0	----
32.	94. 74.	4.2	4.8	4.4	7.3	429	222	151	14	103	115	101	28	91.0	61.3	52.9	37.5	79.5	55.0	47.4	34.1
27.	98. ALL 73. 8.					47	13	13	14	15	14	20	12	55.8	49.0	40.2	32.2	49.4	45.2	39.1	31.4
21.	ALL 93. 21.	3.9	4.0	4.0	----	30	30	10		9	13	14	2	51.1	44.3	38.2		47.6	40.0	37.1	----
33.	ALL ALL 56. 30.					10	6	4	8	2	5	5	2	----	----	----	----	----	----	----	----
41.	ALL 97. 86. 83.					35	37	25	5	24	29	25	1	49.4	42.9	39.2	----	48.2	40.4	33.2	----
31.	ALL ALL 93. 16.	3.0	3.0	3.0	3.0	26	20	13	21	11	19	17	24	56.3	48.3	40.4	31.8	55.1	47.0	40.1	32.1
25.	96. 84. 64.	8.1	6.8	6.1	----	145	69	38	3	42	55	39		69.5	52.1	44.5	----	65.2	50.3	42.8	
19.	77. 14.	5.3	5.5			19	7			7	7			105.7	86.7			102.1	81.7		
23.						16	16	7	8	1	7	6	5	----	31.0	25.6	----	----	31.1	24.9	----
25.	97. 87.	5.9	5.4	5.1		182	100	41		8	18	20		75.3	55.8	49.3		67.7	49.5	43.8	
26.	99. 92. 58. 15.	5.0	6.8	7.5	6.9	162	168	111	7	20	47	68	6	56.9	48.3	43.1	33.5	55.9	45.1	39.4	30.6
29.	ALL 14.					43	29	66	72	1	8	24	28	----	46.1	35.9	25.3	----	53.0	41.2	27.8
32.	ALL 88. 54.					37	13	19	3	22	19	27	4	57.4	48.0	41.0	----	53.9	44.0	35.3	----
24.	ALL 95. 22.	6.4	7.7	6.9	----	11	25	12	1	8	31	25	5	49.4	42.1	38.9	----	47.9	39.9	33.2	----
25.	ALL 68.	6.1	8.4	9.4	----	4	10	2	1	10	9	12	1	----	33.3	----	----	----	32.3	----	----
32.	ALL 96. 56.	0.0	0.0	0.0	----	53	42	30	4	3	9	13		----	40.4	37.0	----	----	37.2	39.3	
29.	73. 50. 14.	6.0	7.3	7.2	----	16	11	8	2	6	3	6	5	55.8	----	36.9	----	50.3	----	32.6	----
21.	97. 95. 6.	2.1	4.7	5.1	----	27	31	18		2	9	18	1	----	43.7	39.2		----	39.1	36.0	----
20.	92. 53.					4	6	16	2	8	9	30	6	----	40.3	34.1	----	----	39.4	35.4	----
28.	ALL 95. 8.	5.5	6.6	6.7	----	45	44	21	5	5	12	19	2	----	47.6	36.9	----	----	46.0	36.1	----
23.	83. 81. 58.	5.0	4.9	8.1	----	10	8	16	2	8	8	10	1	51.8	41.6	37.7	----	50.0	40.0	36.9	----
25.	95. 36.	5.6	4.6	4.4		21	7	9		18	7	4		63.8	46.5	----		60.5	49.1	----	
33.	ALL ALL ALL ALL					16	9	5	4	4	8	7	2	----	37.4	----	----	----	35.1	----	----
31.	98. 94. 27.	6.0	6.5	6.7	----	45	31	30	1	7	22	19		52.0	43.8	36.4	----	47.8	41.7	34.6	
30.	93. 91. 10.	5.0	5.7	6.5	----	32	40	25	3	10	29	23	2	65.1	49.8	41.5	----	61.3	48.5	37.7	----
30.	ALL 95. 43. 5.	3.8	5.2	5.2	5.6	40	53	31	17	4	8	11	4	----	44.4	34.1	----	----	39.4	31.9	----
29.	ALL ALL 33.	4.5	4.7	4.6	7.7	32	18	16	1	5	7	8	5	----	40.1	34.8	----	----	36.8	33.5	----
29.	ALL 81. 59. 18.	4.0	4.3	4.6	2.8	39	24	19	6	10	13	13	5	48.8	39.0	35.3	----	50.2	36.6	32.5	----
30.	97. 88. 6.	4.4	4.7	5.0	17.6	30	27	25	5	3	6	10	5	----	39.0	31.5	----	----	41.1	28.7	----
28.	99. 81. 15. 5.	7.8	6.8	8.6	9.4	72	37	32	15	17	22	34	6	57.1	48.2	34.2	29.9	50.8	40.5	35.7	28.0
29.	ALL 72. 13.	4.3	4.6	5.5	----	34	23	22	1	6	16	17	3	49.8	40.9	33.2	----	48.9	36.3	29.8	----
29.	ALL 97. 41.	4.0	4.2	4.4		76	85	47		11	22	41		61.1	50.6	40.7		54.2	48.4	38.5	
29.	99. 92. 17.	4.4	4.6	5.0	----	121	115	46	2	23	42	42	1	54.1	44.1	36.4	----	50.6	41.1	35.4	----
30.	ALL 89. 8.	4.2	3.7	5.0		73	58	29		12	18	37		52.9	42.0	34.0		53.7	38.1	34.1	
30.	ALL 89. 17.	4.1	4.7	4.8	6.1	87	53	25	6	6	12	29	9	56.4	44.4	35.9	25.1	52.4	41.2	34.2	27.4

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR AO AI IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR AO AI IN AR	(4) RATING OF AVERAGE COMP. PR AO AI IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR AO AI IN AR
NEW YORK (CONTD)						
SUNY College at Geneseo		IIA	3 4 4 2	54.1 41.1 34.8 30.9 40.5	2 3 3 2	70.4 53.6 44.8 40.0 52.5
SUNY College at New Paltz		IIA	2 2 3	58.4 45.8 37.3 46.2	2 2 2	75.8 59.4 48.0 59.8
SUNY College at Old Westbury		IIB	1 1 1 1	59.2 48.0 37.4 30.5 46.6	1 1 1 1	75.8 61.6 48.5 38.5 59.9
SUNY College at Oneonta		IIA	3 3 3	53.9 42.8 36.2 ----- 44.0	2 3 3	70.5 55.7 46.7 ----- 57.1
SUNY College at Oswego		IIA	3 3 4	53.7 42.7 33.9 ----- 44.1	2 3 4	70.2 55.6 43.5 ----- 57.4
SUNY College at Plattsburgh		IIA	3 3 4	53.8 43.5 34.3 ----- 44.5	2 2 4	70.1 56.6 44.1 ----- 57.8
SUNY College at Potsdam		IIA	3 4 4 3	53.1 41.3 33.7 29.5 42.4	2 3 4 3	69.1 53.9 43.6 38.1 55.2
SUNY College at Purchase		IIB	1 1 1	53.4 43.2 36.2 43.7	1 1 1	69.6 56.5 46.8 57.0
SUNY Coll.Tech. Utica-Rome		IIA	3 2 1 1	53.6 45.7 41.4 35.8 44.4	2 2 1 1	70.1 59.1 52.9 46.6 57.3
SUNY Coll.Env.Sci.&Forestry		IIA	2 2 2	57.5 45.8 38.3 50.4	2 2 2	74.3 59.4 49.7 65.2
SUNY Empire State College		IIB	1 1 1	54.3 43.7 36.1 ----- 43.0	1 1 1	70.6 56.2 46.8 ----- 55.4
SUNY Maritime College		IIB	2 1 1	51.8 43.9 40.1 ----- 46.0	1 1 1	66.9 56.6 50.5 ----- 58.9
SUNY State Coll.of Optometry		IIA	1 1* 1 5	69.0 59.1 43.8 21.5 53.9	1* 1* 1 5	89.0 76.5 56.5 23.9 69.1
SUNY at Albany		I	2 2 3	73.2 52.6 40.7 57.6	2 2 3	93.4 67.9 52.4 73.9
SUNY at Binghamton		I	2 2 3	70.5 51.1 40.7 55.5	2 2 2	90.2 66.5 52.8 71.6
SUNY at Buffalo	156	I	1 1 2 4	76.2 54.8 42.3 27.5 60.1	1 1 2 4	97.0 70.4 53.4 33.7 76.7
SUNY at Stony Brook	156	I	1 2 3 3	75.5 53.4 41.4 28.7 58.9	1 1 2 4	96.1 68.8 52.6 34.6 75.1
Suffolk Co.Comm.C.-Ammerman		III	1* 2 2 3	58.8 43.8 35.9 28.7 52.1	1* 1 1 2	75.0 57.6 47.9 39.4 67.1
Suffolk Co.Comm.Coll.-Eastrn		III	1 2 2	57.5 41.0 34.1 ----- 45.3	1 2 2	73.7 54.3 45.9 ----- 59.2
Suffolk Co.Comm.Coll.-Westrn		III	1 1 1 2	56.2 47.2 37.9 30.4 47.1	1 1 1 1	72.3 61.8 50.4 41.5 61.4
Sullivan County Comm. Coll.		III	3 3 3	45.5 38.9 32.9 ----- 40.9	2 2 2	59.8 51.8 44.6 ----- 54.2
Syracuse University	157	I	3 3 4 2	64.8 47.5 39.4 33.4 52.6	2 2 2 2	85.1 64.5 52.8 44.9 70.1
Syracuse Univ.-Utica College		IIB	2 2 2	48.7 39.4 33.9 40.1	2 2 2	64.2 52.0 43.9 52.7
Tompkins Cortland Comm.Coll.		III	3 5 4 3	43.1 32.7 30.5 27.8 36.9	3 4 3 2	56.2 43.8 41.2 37.9 48.8
Trocaire College		III	5 5 5 5	29.8 25.5 24.5 23.4 25.4	5 5 5 5	36.8 31.4 30.4 28.5 31.2
Ulster County Comm. College		III	3 3 3 3	45.5 37.4 32.1 28.3 39.0	2 2 2 2	59.4 50.6 44.1 40.8 52.3
Union College		IIA	1 1 2 1	63.8 50.8 39.9 36.2 51.2	1 1 2 1	84.1 67.7 50.1 43.8 66.7
Union Theological Seminary		IIA	4	47.4 ----- ----- 42.4	3	63.1 ----- ----- 57.0
University of Rochester		I	2 2 2 1	74.7 52.0 43.4 37.8 61.1	2 2 3 2	89.5 62.6 52.0 43.9 73.3
Vassar College		IIB	1* 1* 1* 1	67.4 51.7 40.8 32.7 52.3	1* 1* 1* 1	87.9 66.9 51.2 40.5 67.4
Villa Maria Coll. of Buffalo		III	5 5	----- 28.2 ----- 20.5 24.9	5 5	----- 33.8 ----- 25.1 30.1
Wagner College		IIB	3 3 3	45.7 36.6 32.6 ----- 36.8	2 3 2	58.7 47.7 43.8 ----- 48.3
Wells College		IIB	3 3 3	46.4 37.3 31.8 39.6	3 3 3	56.8 45.4 38.9 48.4
Westchester Community Coll.	195	III	1* 1* 1*	66.1 57.9 47.9 ----- 56.3	1* 1* 1*	87.0 77.1 63.8 ----- 74.7
NORTH CAROLINA						
Appalachian State University		IIA	4 4 3 3	49.1 41.3 36.6 29.1 42.4	4 4 3 3	59.8 50.5 44.8 36.1 51.8
Barber-Scotia College		IIB	5 5 4 4	35.2 31.2 28.7 24.2 29.7	5 5 5 5	41.2 36.0 33.5 28.3 34.7
Barton College		IIB	5 5 4	34.8 31.2 29.9 ----- 31.1	5 5 4	41.1 37.2 34.9 ----- 36.5
Belmont Abbey College		IIB	5 5 5	34.8 31.6 28.1 30.9	5 5 4	43.4 39.2 35.0 38.4
Bennett College		IIB	5 3 4 4	35.1 37.7 30.0 25.6 32.3	5 4 4 4	41.8 43.7 34.6 29.1 37.5
Brevard College		III	5 5 5 5	32.2 27.8 24.7 22.6 25.8	5 5 5 5	38.4 33.5 29.9 27.1 31.0
Catawba College		IIB	4 4 4	39.5 32.6 28.8 ----- 34.2	4 5 5	49.0 39.4 34.5 ----- 41.8
Chowan College		IIB	5 4 5 2	36.6 32.2 27.9 28.3 30.9	5 5 5 3	45.0 38.7 33.8 34.2 37.4
Davidson College		IIB	1 1 1	62.6 46.0 35.6 ----- 50.6	1 1 2	80.1 59.1 44.0 ----- 64.4
Duke University		I	1 1* 1	85.4 58.4 45.9 69.9	1 1 2	105.5 72.8 55.3 86.2
East Carolina University		IIA	2 3 2 2	55.4 43.0 37.7 32.1 41.5	3 3 3 2	67.2 52.5 46.2 39.7 50.7
Elizabeth City State Univ.		IIB	2 2 2	47.2 41.5 33.8 ----- 39.8	3 2 2	58.0 51.0 42.0 ----- 48.9
Elon College		IIB	3 3 2 3	45.9 38.8 33.1 26.5 37.2	3 3 3 4	57.2 48.2 40.1 30.4 45.6
Fayetteville State Univ.		IIA	3 3 2	52.5 43.7 37.5 ----- 40.7	3 3 3	64.0 53.6 46.0 ----- 49.9
Gardner-Webb University		IIB	5 5 4 4	34.8 30.5 29.4 25.4 31.2	5 5 4 4	41.4 35.7 34.9 30.4 37.1
Greensboro College		IIB	4 4 3	37.7 33.1 30.9 ----- 33.3	4 4 4	45.6 40.0 36.7 ----- 40.4
Guilford College		IIB	2 2 2	49.2 41.4 33.8 ----- 41.0	2 2 3	61.5 50.5 40.7 ----- 50.3
High Point University		IIB	2 2 3 3	47.5 39.7 33.0 27.0 34.9	2 2 3 2	59.1 49.6 40.7 35.1 43.5
Johnson C. Smith University		IIB	4 4 4 4	40.8 35.7 30.3 25.8 32.7	4 4 4 4	48.5 42.7 36.7 31.5 39.4
Lees-McRae College		III	5 5	----- 27.6 22.9 ----- 25.4	5 5	----- 33.3 27.9 ----- 30.7
Lenoir-Rhyne College		IIB	4 4 4	37.7 32.3 29.5 ----- 34.5	4 4 4	46.2 41.0 35.7 ----- 42.6
Livingstone College		IIB	5 5 4	----- 25.7 26.3 24.2 25.9	5 5 5	----- 29.2 29.8 27.5 29.4
Mars Hill College	13	IIB	5 5 5 4	35.6 30.8 25.9 24.3 30.9	5 5 5 5	42.6 37.8 30.9 28.9 37.2
Meredith College		IIB	3 3 3 2	44.0 37.3 32.8 30.2 36.6	4 4 3 2	51.7 44.2 38.7 35.8 43.1
Methodist College		IIB	5 5 4	34.8 30.9 29.5 ----- 31.6	5 5 4	41.6 37.1 35.3 ----- 37.9
Montreat-Anderson College		IIB	5 5	----- 30.4 27.4 29.9	5 4	----- 39.3 35.5 39.3
Mount Olive College		IIB		29.6		34.6
North Carolina A&T St. Univ.		IIA	3 2 1 2	52.4 44.8 40.9 33.4 43.2	3 3 2 2	63.7 54.7 49.6 41.3 52.6
North Carolina Central Univ.		IIA	2 2 3 1	55.1 44.7 37.3 35.9 42.3	3 3 3 1	67.0 54.7 46.0 44.3 51.8
North Carolina State Univ.		I	3 3 3 2	66.5 47.5 41.7 33.6 50.5	3 4 3 3	79.7 57.8 50.8 41.4 61.0
North Carolina Wesleyan Coll		IIB	4 5 4	38.4 31.7 29.9 ----- 32.0	4 5 4	47.8 38.5 36.0 ----- 38.9
Peace College		III	4 4 4	38.5 33.3 29.1 ----- 33.8	5 5 5	46.6 40.5 35.7 ----- 41.1
Pembroke State University		IIA	3 4 4	53.8 40.3 34.1 ----- 41.3	3 4 4	65.5 49.5 42.1 ----- 50.5
Pfeiffer College	131	IIB	4 4 5	39.5 32.2 26.9 ----- 33.7	4 5 5	47.1 38.1 32.1 ----- 40.1
Queens College		IIB	3 3 3 3	42.7 36.0 31.9 26.3 35.0	4 4 3 3	51.1 43.7 38.4 31.9 42.2

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
30.	ALL	88.	14.		4.1	4.1	4.5	5.0	43	60	46	8	5	18	33	15	----	41.7	35.1	31.1	----	39.0	34.4	30.8
30.	ALL	86.	22.		4.3	4.2	4.7		80	62	43		10	34	30		58.7	47.1	38.1		56.2	43.3	36.2	
29.	94.	93.	20.		4.6	4.6	4.8	8.6	27	20	18	1	9	22	22	7	60.0	47.8	37.3	----	56.7	48.1	37.6	----
30.	ALL	96.	31.		4.1	4.9	5.4	----	81	58	38		12	20	43	1	54.3	43.4	37.3		51.2	41.0	35.2	----
30.	99.	84.	14.		4.4	4.4	5.0	----	96	71	44	3	15	34	34	1	53.6	43.3	35.1	----	54.0	41.4	32.3	----
30.	95.	89.	14.		4.6	5.0	5.7	----	95	53	36	1	12	23	35		54.2	43.3	35.2	----	50.6	44.0	33.3	
30.	ALL	95.	6.	11.	4.1	5.1	4.9	11.4	70	44	26	3	8	19	26	6	53.7	41.9	34.6	----	48.0	40.1	32.8	----
30.	ALL	85.	25.		4.2	4.4	5.1		22	32	18		7	20	10		54.1	44.2	35.8		50.9	41.5	36.8	
29.	ALL	96.	21.		----	4.6	4.5	6.1	8	36	13	6		12	6	2	----	47.1	43.1	----		41.7	37.7	----
29.	ALL	80.	22.		4.1	4.7	7.9		58	29	17		1	1	6		----	----	38.9		----	----	36.6	
29.	97.	83.	17.		4.1	5.3	6.0	----	25	26	18	1	8	21	17	2	55.0	45.0	36.5	----	52.0	42.2	35.8	----
28.	89.	72.	38.		1.0	5.3	4.3	----	16	18	8	2	3				----	----	----	----	----			
28.	ALL	77.	8.		4.0	5.0	4.2	----	17	10	6	4		3	7	2	----	----	47.4	----		----	40.6	----
28.	99.	95.	2.		4.3	5.0	5.4		238	162	61		22	55	64		73.9	53.4	42.5		66.2	50.1	39.1	
29.	97.	94.	2.		4.3	4.4	5.7		153	133	54		19	42	28		71.4	52.4	41.6		62.8	46.9	39.1	
28.	98.	88.	3.		4.4	5.4	7.1	----	363	267	128	6	37	71	90	3	77.1	55.8	43.6	----	66.5	51.0	40.4	----
27.	97.	89.	2.		4.7	6.9	7.4	3.3	313	160	119	14	33	56	64	10	76.6	54.4	42.6	28.4	65.6	50.4	39.1	29.2
29.	97.	91.	17.						108	28	9	7	56	28	9	8	62.6	46.3	38.3	28.8	51.5	41.3	33.5	28.7
31.	ALL	75.	36.						12	2	7	1	5	6	4	3	----	----	----	----	----	----	----	----
30.	ALL	93.	33.						25	10	10	5	16	4	11	6	57.6	----	39.0	----	54.1	----	36.9	----
33.	ALL	90.	27.						22	14	7		8	6	4	1	46.0	38.9	----		44.1	38.8	----	----
33.	99.	78.	10.	10.	2.8	3.9	4.5	3.8	335	214	119	5	36	87	86	5	65.6	48.2	40.8	----	57.7	45.7	37.4	----
31.	ALL	76.	28.		3.2	3.8	4.1		22	30	18		5	16	14		----	39.7	33.3		----	38.9	34.6	
32.	ALL	ALL	42.	17.					19	5	5	4	12	10	7	2	45.6	----	----	----	39.2	----	----	----
23.					7.5	6.4	6.8	8.7	2			2	7	6	11	11	----			----	----	----	----	----
34.	ALL	ALL	46.		2.8	3.1	3.2	2.4	29	11	7		5	9	6	9	----	38.3	32.8		----	36.2	31.4	----
30.	93.	48.			2.8	3.3	3.2	----	53	39	30	4	7	11	24	5	65.3	52.2	40.9	----	53.1	46.1	38.7	----
34.	ALL				3.8	----	----		13	2	2		4	3	2		----	----	----		----	----	----	
20.	98.	78.			0.7	1.4	2.1	2.1	225	93	63	6	27	37	47	1	75.9	54.6	45.8	----	64.5	45.5	40.2	----
29.	ALL	ALL			5.9	6.3	7.0	----	47	34	32	5	23	26	34	4	69.9	51.1	41.8	----	62.3	52.5	39.9	----
21.										2		3	1	6	1	5		----		----	----	----	----	----
31.	ALL	76.	32.		4.9	4.5	3.4	----	15	11	15	1	5	6	16	3	----	37.8	33.5	----	----	34.5	31.7	----
22.	ALL	80.	7.		0.6	0.6	3.3		14	4	4		7	6	10		47.4	----	----		44.4	----	----	
33.	ALL	ALL	59.						38	37	32		11	25	34	1	66.3	58.1	48.7		65.6	57.7	47.2	----
22.	99.	80.	11.		4.4	5.9	5.4	6.7	203	80	72	8	46	37	41	11	49.7	42.1	37.1	29.9	46.6	39.6	35.8	28.6
17.					6.0	4.0	4.6	0.0	10	7	12	5	3	5	2	8	----	----	----	----	----	----	----	----
18.	89.	44.	14.		2.0	3.8	2.9	----	15	11	19		3	14	18	3	----	31.6	31.5		----	30.9	28.2	----
24.	ALL	57.	24.		0.0	0.0	0.0		7	13	11		1	8	6		----	33.9	28.3		----	27.9	27.6	
16.	11.	13.	6.		2.8	3.1	3.2	3.2	5	8	8		4	8	8	11	----	33.9	29.5		----	41.6	30.6	----
20.	69.	67.			3.2	3.2	5.0	5.1	11	7	2	14	2	2	7	14	----	----	----	24.5	----	----	----	20.6
22.	ALL	75.	22.		4.6	6.4	10.0		24	8	9		6	4	14	1	39.8	----	28.6		38.3	----	28.9	----
21.	88.	79.	26.	17.	4.0	4.0	4.0	----	7	12	9	1	1	7	10	5	----	32.3	32.7	----	----	32.0	23.6	----
27.	ALL	ALL			6.3	6.5	6.3	----	53	25	16	2	7	9	16	2	62.9	46.3	36.4	----	60.8	44.9	34.7	----
23.	99.	83.	3.		4.8	5.0	5.4		298	110	95		32	39	46		85.5	58.6	47.4		84.7	57.8	42.9	
22.	99.	90.	24.		3.2	4.3	4.7	5.2	158	132	149	5	31	55	112	6	55.6	43.2	39.0	----	54.3	42.3	36.1	----
23.	ALL	50.	13.		3.3	4.1	4.0	----	25	23	9	2	7	9	7	1	48.1	41.4	32.4	----	44.1	41.6	35.5	----
23.	93.	55.	3.		3.9	4.3	4.4	----	23	26	36	3	7	12	28	3	46.2	40.2	33.3	----	44.7	35.7	32.8	----
23.	ALL	76.	30.		4.6	5.0	7.2	----	21	56	36		6	16	14	4	52.7	43.8	37.9		51.9	43.4	36.5	----
19.	85.	29.	4.		7.3	7.2	5.9	5.2	27	3	12	6	12	4	14	9	34.6	----	30.4	24.4	35.2	----	28.6	26.1
21.	91.	19.			1.3	2.1	2.6	----	10	13	5		1	8	5	2	----	33.8	----		----	32.0	----	----
23.	ALL	91.	21.		5.8	7.0	6.7		23	14	18	4	9	8	11	1	49.4	41.9	33.4	----	48.7	40.6	34.3	----
25.	ALL	64.	9.		5.3	6.4	7.0	6.9	13	17	21	2	1	8	14	7	----	41.1	34.1	----	----	36.9	31.3	----
20.	64.	63.	6.						10	21	20	3	1	6	14	9	----	36.4	30.4	----	----	32.9	30.1	----
21.		14.							1	14	9	2	2	7	10	1	----	27.5	23.6	----	----	27.9	22.2	----
23.	94.	73.	29.		0.0	0.0	0.0		32	18	5	1	15	8	12		37.7	32.2	----	----	37.7	32.5	----	
13.		42.	5.						4	6	13	7	1	6	9	7	----	28.1	26.3	24.8	----	23.4	26.3	23.7
20.	ALL	88.	28.	9.	1.6	2.1	3.5	3.8	29	8	9	2	6	8	9	9	36.1	31.9	27.7	----	33.4	29.7	24.0	----
18.	ALL	73.	13.						12	17	5	2	14	13	26	14	46.2	37.6	----	----	42.1	37.0	----	----
20.	71.	71.							14	12	12		7	9	7	1	35.9	31.8	29.7		32.7	29.7	29.1	----
31.		67.			----	3.3	6.1		3	9	8		1	3			----	----	----		----	----		
17.																								
22.	91.	78.	18.	13.	4.4	5.5	4.5	2.5	62	69	73	7	6	37	43	8	52.9	45.5	40.7	31.6	47.2	43.4	41.1	34.9
22.	95.	76.	43.	44.	4.8	4.6	4.5	4.3	45	54	35	2	11	30	35	7	55.9	43.2	37.2	----	51.7	47.4	37.4	----
21.	ALL	94.	9.		3.4	4.7	5.8	5.2	431	266	143	8	32	79	57	4	67.1	48.2	42.4	----	58.5	45.4	40.0	----
22.	ALL	69.	25.		3.0	1.8	4.7	----	9	11	11		1	2	9	2	----	----	29.8		----	----	30.1	----
22.	ALL	90.			3.0	3.8	7.8		3	3	1		7	7	5	1	----	----	----		----	----	----	----
22.	96.	59.	13.		3.9	3.7	4.6	----	43	27	17	2	6	5	14		54.2	----	35.2	----	50.9	----	32.8	
19.	48.	33.	7.						17	6	7	2	6	3	8		40.0	----	27.4	----	38.2	----	26.5	
21.	86.	67.	5.		2.0	3.7	7.6	4.1	9	11	13		5	10	7	8	----	38.2	32.5		----	33.6	30.7	----

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
NORTH CAROLINA (CONTD)																				
Roanoke Bible College		IIB					-----	-----	-----	-----	23.1					-----	-----	-----	-----	26.7
Saint Mary's College		III		5	5		-----	29.1	26.9	-----	28.3		5	5		-----	33.7	31.2	-----	32.8
Salem College		IIB	4	4	4		37.8	34.9	28.3	-----	32.4	4	3	4		46.6	45.1	34.9	-----	40.7
Shaw University		IIB		4	4	3	-----	32.1	29.3	26.3	29.2		5	4	4	-----	38.3	34.8	30.0	34.5
Univ. of N.C. at Asheville		IIB	1	1	2		53.3	43.6	35.0	-----	41.7	2	2	2		64.7	53.2	43.0	-----	51.0
Univ. of N.C. at Chapel Hill		I	2	2	3	1	70.1	51.2	41.0	36.9	56.5	3	3	3	2	83.7	62.0	49.8	44.5	67.8
Univ. of N.C. at Charlotte		IIA	2	2	2		56.8	44.8	38.5		44.1	2	3	3		68.6	54.6	47.0		53.6
Univ. of N.C. at Greensboro		I	4	4	4	2	61.0	44.3	37.7	35.7	43.5	4	5	5	2	73.5	54.0	46.1	43.9	52.9
Univ. of N.C. at Wilmington		IIA	3	3	3		53.3	41.9	36.6	-----	42.1	3	4	3		64.8	51.1	44.9	-----	51.4
Wake Forest University		IIA	1	1	1	2	68.5	52.6	43.3	32.0	55.7	1	1	2	3	83.7	64.1	50.8	38.2	67.4
Warren Wilson College		IIB									28.3									35.2
Western Carolina University		IIA	3	3	3		51.5	43.9	36.4	-----	41.4	4	3	3		62.7	53.7	44.8	-----	50.6
Wingate College		IIB	4	5	4	5	38.0	30.8	30.1	23.3	32.0	4	5	4	5	46.9	38.5	36.6	27.1	39.4
Winston-Salem State Univ.		IIB	2	2	1	1	48.0	42.1	36.5	31.3	40.7	2	2	2	1	58.7	51.6	45.1	39.0	50.0
NORTH DAKOTA																				
Bismarck State College		III		4	4			35.5	31.4	-----	32.5		4	4			45.0	40.0	-----	41.4
Dickinson State University		IIB	4	4	4	3	40.2	34.2	30.2	26.7	31.6	4	4	4	3	50.6	43.2	37.6	33.6	39.7
Mayville State University		IIB	4		3		41.5	-----	31.3	-----	34.0	4		3		51.9	-----	39.9	-----	42.9
Minot State University		IIA	5	5	4	3	45.7	38.3	33.1	30.0	34.7	5	5	4	3	56.3	47.7	41.6	38.1	43.6
North Dakota State Univ.		IIA	4	4	3	3	47.3	39.1	35.3	29.3	39.8	5	5	4	3	54.5	45.8	42.0	36.1	46.7
Univ. of North Dakota-Main	3	I	5	5	5	4	46.0	39.1	34.5	28.0	37.9	5	5	5	4	57.2	48.9	43.1	35.4	47.3
Univ. of N. Dak. Williston		III			1	2		-----	38.3	29.8	32.2			1	2		-----	48.4	38.1	41.1
Valley City State University		IIB	4	3	3	2	40.3	36.8	31.3	28.1	34.0	4	3	3	2	50.1	46.2	38.3	37.1	42.5
OHIO																				
Air Force Inst. of Tech.		IIA	1	1	1*	1	63.8	53.8	45.0	35.6	54.0	2	1	1	1	76.1	64.7	54.6	44.0	64.9
Antioch University	31	IIA	5	5	5		44.1	34.8	30.0	-----	31.6	4	5	5		57.1	45.7	39.8	-----	41.8
Art Academy of Cincinnati		IIB		5			-----	28.6	-----	-----	30.4		5			-----	35.4	-----	-----	37.1
Ashland University		IIB	2	2	3		48.4	41.8	32.9	-----	39.8	2	2	2		62.4	53.0	43.7	-----	51.5
Baldwin-Wallace College		IIB	1	1	1		53.0	43.1	36.0		46.4	1	1	1		66.2	55.2	46.4		58.7
Bluffton College		IIB	5	5	5		36.8	30.9	27.2	-----	31.2	4	5	4		46.6	38.9	34.7	-----	39.9
Bowling Green State Univ.		I	4	3	4	4	62.0	48.1	39.4	27.9	48.3	3	2	2	3	81.7	64.4	53.0	37.7	64.3
Bowling Green State U-Frlds.		III		1	1	3	-----	49.6	39.0	28.2	40.8		1*	1	2	-----	66.8	52.6	39.4	55.2
Capital University		IIA	2	4	4	4	56.3	40.5	33.4	26.9	42.4	2	3	4	4	70.4	54.0	42.9	35.4	54.3
Case Western Reserve Univ.		I	1	2	1	2	75.4	51.8	47.0	36.5	58.5	1	2	1	1	94.8	66.3	60.0	49.0	74.4
Cedarville College		IIB	4	3	4		41.9	36.4	30.0	-----	34.6	3	3	4		52.7	45.9	37.9	-----	43.6
Cleveland State University	9	IIA	1	2	2	3	61.1	45.9	39.0	29.5	48.6	2	2	2	3	75.0	57.5	49.5	38.6	60.6
College of Mount St. Joseph		IIB	2	2	2	2	47.7	41.2	33.9	28.9	36.0	3	3	3	3	57.5	48.2	40.1	32.9	42.3
College of Wooster		IIB	1	2	2		56.1	41.1	34.6	-----	44.9	1	2	2		73.5	51.8	42.9	-----	57.5
Columbus State Comm. College		III	3	3	3	4	45.7	36.9	31.8	26.2	35.8	3	4	4	4	55.5	45.4	39.6	33.2	44.2
Defiance College,The		IIB	4	4	5		37.3	33.3	27.7		32.6	5	5	5		43.8	38.8	33.0		38.2
Denison University		IIB	1	2	2		55.8	41.4	34.6		44.5	1	2	2		75.7	52.8	43.9		58.4
Edison State Community Coll.		III	4	5	3	3	39.6	33.0	32.0	27.3	33.9	4	5	4	3	48.2	40.8	39.3	35.2	41.8
Franciscan Univ.Steubenville		IIB	3	3	4		44.5	36.2	30.0	-----	34.9	3	4	3		58.0	44.0	40.5	-----	44.9
Franklin University		IIB									34.5									43.8
Hebrew Union College	77	IIA	1*				75.4	-----	-----	-----	68.4	1				88.1	-----	-----	-----	80.8
Heidelberg College		IIB	4	4	4	2	39.9	33.4	29.8	28.1	33.1	4	4	4	3	49.1	40.7	34.9	32.0	39.7
Hiram College		IIB	3	3	4	3	46.8	36.7	30.2	26.9	37.3	2	3	4	3	60.2	46.9	37.9	32.8	47.4
John Carroll University		IIA	2	2	2	2	58.7	47.3	38.9	31.0	46.5	2	2	2	3	71.7	58.6	49.0	38.7	57.6
Kent State Univ.-Kent Campus		I	3	3	4	5	65.4	47.3	38.9	25.4	50.2	3	3	3	4	81.0	60.2	50.5	34.9	63.6
Kent State Univ.-Ashtabula		III			2		-----	-----	36.3		41.3			2		-----	-----	47.5		53.2
Kent St.Univ-East Liverpool		III			3			-----	31.8		33.9			3			-----	42.3		44.7
Kent State Univ.-Geauga		III			2			-----	36.5		39.3			1			-----	47.8		51.0
Kent State Univ.-Salem		III			2		-----	-----	34.2		36.7			2		-----	-----	45.1		48.0
Kent State Univ.-Stark		III		1	2		-----	47.6	36.2	-----	41.8		1	2		-----	60.5	47.5	-----	53.8
Kent State Univ.-Trumbull		III		1	3		-----	49.0	32.8	-----	37.9		1	3		-----	62.1	43.5	-----	49.4
Kent State Univ.-Tuscarawas		III		1	2		-----	46.6	35.0	-----	39.7		1	2		-----	59.4	46.0	-----	51.5
Kenyon College		IIB	1	1	1	1*	60.8	43.9	38.1	35.3	48.0	1	1	1	1*	77.7	55.2	47.5	45.7	60.8
Kettering Coll.of Med. Arts		III	5	5	4	4	34.6	32.4	29.0	27.0	31.9	5	5	4	4	43.5	41.0	37.0	34.9	40.5
Lake Erie College		IIB		5	5		-----	29.0	26.9	-----	27.6		5	5		-----	36.2	34.0	-----	34.7
Lakeland Community College		III	1	1*	1*	1	55.6	51.3	43.2	33.2	47.8	1	1	1*	1	68.7	63.7	54.4	42.8	59.7
Lorain County Comm. College		III	1	1	1	1	52.3	46.8	37.5	32.1	41.5	2	1	1	1	64.5	58.2	47.6	41.7	52.3
Lourdes College	24	IIB		4	4	4	-----	33.0	28.3	25.8	28.0		4	4	3	-----	41.3	37.1	33.5	36.1
Malone College		IIB	4	4	3		41.0	35.2	30.6	-----	34.3	4	4	3		51.5	44.1	38.3	-----	43.2
Marietta College		IIB	3	3	4		44.5	36.6	29.8	-----	37.0	3	3	4		56.9	46.4	36.7	-----	47.0
Methodist Theol.Sch. Ohio		IIB	4				42.1	-----	-----		40.0	4				50.3	-----	-----		47.7
Miami University-Hamilton		III		1	1		-----	46.2	36.9	-----	41.1		1	1		-----	59.8	47.8	-----	53.2
Miami University-Middletown		III		1	1	4	-----	48.8	36.7	25.6	40.0		1	2	4	-----	63.1	47.5	33.2	51.7
Miami University		I	4	3	4	4	61.6	47.4	37.6	27.8	47.8	3	3	4	4	79.7	61.4	48.7	36.0	61.9

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
15.									3	1	3		1		1	1	----	----	----		----		----	----
16.		36.	33.						2	5	1	1	2	6	8	4	----	----	----	----	----	----	----	----
26.	ALL	60.	12.		4.7	5.1	4.5	----	7	10	8		2	5	9	3	----	----	28.4		----	----	28.3	----
18.		11.	2.		----	4.2	4.2	4.2	4	13	26	13	1	6	17	12	----	31.6	28.8	27.5	----	33.3	30.1	25.0
22.	ALL	93.	14.		2.9	3.5	5.0	----	34	28	23	3	6	13	14	1	54.0	44.6	34.4	----	49.4	41.5	36.0	----
20.	99.	84.	4.		4.7	6.9	5.8	6.0	498	221	128	12	74	108	84	6	71.1	52.7	42.4	36.0	63.4	48.4	39.0	38.7
22.	98.	91.	11.		3.2	3.9	4.1		145	155	106		28	34	91		57.3	45.9	40.4		54.3	40.1	36.4	
22.	ALL	96.	10.		3.8	4.0	4.5	----	118	114	62	2	22	64	73	6	61.8	45.0	38.4	----	56.6	43.1	37.2	----
22.	ALL	92.	24.		3.2	4.2	5.2		80	79	60		14	26	48	1	54.0	42.5	37.5		49.6	39.8	35.5	----
21.	ALL	88.			5.8	6.3	6.2	5.8	117	65	40	6	18	21	34	12	69.3	55.1	42.9	32.8	63.7	44.9	43.8	31.5
24.																								
22.	96.	84.	23.		3.1	3.9	4.9	----	66	76	50	1	5	30	43		----	44.4	36.0	----	----	42.8	36.9	
23.					5.0	5.5	6.0	----	14	18	15	1	9	7	9	6	38.8	31.1	29.8	----	36.7	30.2	30.8	----
23.	92.	58.	13.		3.2	4.0	2.4	----	25	26	12	2	14	22	18	4	48.3	41.6	40.1	----	47.4	42.7	34.1	----
27.		ALL	59.			2.0	2.7	----		22	34	3		10	10	2		36.6	32.1	----		32.9	28.9	----
26.	ALL	71.	21.		1.8	2.1	2.4	2.7	9	11	20	10		3	13	3	----	----	30.9	----		----	29.2	----
26.	ALL		29.		3.0	----	2.8	----	8	3	18	3	1	1	3		----	----	----	----	----	----	----	
25.	91.	85.	41.						33	31	33	8	1	10	35	8	----	39.0	34.2	31.1	----	36.0	32.0	28.9
17.	97.	92.	6.	17.					127	114	115	3	3	11	34	3	----	39.3	35.9	----	----	37.4	33.3	----
25.	95.	73.	17.		1.3	2.0	1.8	3.0	108	92	100	4	22	32	63	23	46.7	39.8	36.2	----	42.5	37.0	31.9	----
27.			ALL	29.		----	1.9	4.0		1	6	14			1	7		----	----	30.2			----	----	29.0
25.	ALL	ALL	38.		1.7	2.3	2.5	3.7	11	8	8	4	1	6	8	2	----	37.7	31.0	----	----	35.5	31.6	----
20.	97.	85.	48.		4.9	4.0	6.0	----	37	37	27	5	2	2	2	1	----	----	----	----	----	----	----	----
32.	93.	47.	6.						27	8	4		3	7	13	3	----	35.6	----		----	33.8	----	----
22.					----	3.5	----	----	4	3	2	1	1	3	3		----	----	----	----	----	----	----	
30.	90.	52.	12.		13.3	11.4	11.6	----	41	45	23	2	11	13	35	2	49.3	42.2	32.6	----	45.0	40.6	33.0	----
26.	97.	67.	9.		4.9	5.9	9.1	----	61	25	21		13	14	14		53.3	44.0	36.4		51.5	41.3	35.4	
28.	81.	31.	32.		6.0	6.0	6.0	----	12	10	11		4	3	8	1	----	----	27.3		----	----	27.0	----
33.	ALL	96.	20.	5.	5.3	6.3	7.0	8.5	206	154	100	24	20	58	80	41	62.6	49.1	40.6	28.9	55.7	45.3	37.9	27.3
35.		ALL	50.		----	5.8	5.9	8.6	3	11	7	5			3	2	----	----	----	----			----	----
28.	91.	64.	7.		7.1	8.5	8.4	7.5	41	19	27	6	13	17	30	5	57.2	43.7	34.7	----	53.7	36.8	32.3	----
27.	98.	89.							197	99	71	15	16	34	55	43	75.4	52.7	49.4	41.9	75.3	49.1	43.8	34.7
26.	97.	84.	8.		5.6	9.1	6.5	----	27	28	37	2	5	9	23	1	----	36.8	30.9	----	----	35.2	28.6	----
25.	99.	98.			2.9	3.5	3.1	7.3	150	174	66	5	16	49	62	9	61.1	47.3	40.7	----	61.3	41.2	37.3	----
18.	80.	38.	8.		7.9	5.5	5.9	4.4	5	10	20	5	5	11	32	12	----	45.1	33.0	----	- - -	37.6	34.4	----
28.	ALL	ALL	2.		3.3	3.4	3.7	----	45	12	17	1	7	12	27	1	56.7	42.5	34.8	----	52.2	39.6	34.5	----
23.	ALL	ALL	46.	2.	5.0	5.0	5.0	5.0	31	22	14	28	32	18	12	30	47.3	37.5	31.9	27.2	44.1	36.2	31.6	25.2
17.	ALL	ALL	36.						13	13	6		1	5	5		----	----	----		----	----	----	
31.	ALL	94.			4.1	3.8	5.1	----	51	16	29		7	16	26		56.3	42.7	34.9		52.4	40.1	34.3	
23.					6.3	5.0	5.2	----	11	6	4	2	2	6	5	5	----	34.3	----	----	----	31.7	- --	----
29.	ALL	66.	9.		3.2	8.2	5.3	----	12	23	25		3	9	9	2	----	36.7	29.9		----	35.0	30.4	----
27.																								
18.	ALL				4.5	----	----	----	29	2	1		1	1	2	1	----	----	----		----	----	----	----
20.	ALL	94.	8.		3.7	4.2	2.7	3.9	13	13	15	4	4	5	9	4	----	----	29.3	----	----	----	30.5	----
27.	ALL	73.	10.		4.1	4.9	4.8	4.9	23	13	8	6	5	9	12	5	----	37.0	30.7	----	---	36.2	29.9	----
24.	ALL	89.	11.	14.	3.3	3.6	3.8	2.9	48	46	44	7	11	10	30	7	60.0	47.8	39.2	34.8	53.1	45.0	38.6	27.2
26.	99.	96.	31.		3.1	3.3	3.5	5.0	197	180	107	3	24	64	96	11	66.0	47.8	39.9	----	60.7	45.9	37 8	----
29.			59.		----	----	3.0		2	4	10			1	7		----	----	39.5			----	31 7	
32.			21.			----	3.2			2	9			2	10			----	32.4			- --	31 1	
30.			50.			----	----			1	4				2			----	----				--	
31.			53.		----	----	3.1		1	2	10				7		----	----	33.9				34.6	
29.		75.	73.		----	3.0	3.9	----	3	14	17			6	9	1	----	48.9	36.0			44.4	36.8	----
30.		ALL	52.		----	3.0	3.3	----	1	11	21	2		3	10		----	----	33.6	----		----	31.1	
30.		ALL	40.		----	3.0	3.3	----	1	6	10	1		2	5	1	----	----	----	----		----	----	----
27.	98.	94.	5.		3.8	4.5	4.9	5.7	43	19	18	4	6	17	20	4	61.7	44.3	38.6	----	54.9	43.5	37 7	----
27.					3.7	5.6	3.7	----	9	4	1	2	7	11	6	4	34.9	----	----	----	34.4	--	- --	----
26.		62.			----	6.8	----	----	4	9	3	1	1	4	4	3	----	----	----	----	----	----	- --	----
25.	ALL	93.	57.						31	15	6	12	9	15	8	12	55.7	52.7	43.0	34.6	55.5	49.8	43.4	31.8
26.	ALL	ALL	95.	10.	9.4	11.4	12.3	11.6	12	18	7	13	5	14	12	16	----	47.5	37.0	32.0	----	45.8	37.7	32.1
29.					----	7.1	6.1	9.5	1	1	3	8	1	7	12	14	----	----	----	25.3	----	- --	----	26.1
26.		75.	72.		3.5	3.9	4.0	----	16	12	10	1	4	6	16	3	----	35.6	30.2	----	----	34.4	30.8	----
27.	ALL	72.	11.		7.2	8.8	4.9	----	25	13	12	4	2	5	7	1	----	----	29.7	----	----	-	30.0	----
19.	ALL				4.0	----	----		9	2	1		1	3			----	----	----		----	----		
30.		ALL	24.		----	3.2	6.3	----	4	10	7	1		8	14	4	----	46.6	36.7	----		45.7	37.1	----
30.		ALL	25.		----	4.9	3.4	6.6	4	11	10	1		4	18	5	----	----	36.5	----		----	36.8	----
30.	97.	95.	19.		3.2	4.1	4.5	3.2	225	162	121	33	33	63	98	27	62.2	48.7	38.8	28.0	57.2	44.2	36.2	27.5

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
O H I O (CONTD)																				
Mount Union College		IIB	2	2	3	1	47.6	39.4	32.5	31.8	39.9	2	2	2	1	60.9	50.8	41.2	39.4	50.9
Muskingum Area Tech. College		III		3	2	4	-----	38.2	33.6	26.3	32.0		3	2	3	-----	50.0	44.6	36.3	42.8
Muskingum College		IIB	3	3	4		44.6	36.5	29.0	-----	35.3	3	3	4		57.4	46.1	37.8	-----	45.3
North Central Technical Coll	9	III	4	4	3	4	40.3	35.0	32.6	26.6	33.2	4	4	3	3	51.2	45.0	42.3	35.3	42.9
Notre Dame College of Ohio	124	IIB		5	5		-----	29.4	26.9		29.0		5	5		-----	34.6	31.8		34.0
Oberlin College		IIB	1	1	1	1*	58.8	45.4	38.5	35.2	50.7	1	1	1	1	78.9	60.5	49.1	41.8	67.3
Ohio Coll.of Podiatric Med.		IIA		1	2		-----	49.2	38.6		45.5		2	3		-----	60.4	45.3		55.1
Ohio Dominican College		IIB	2	3	3		47.0	38.1	31.9	-----	37.4	3	3	3		56.7	47.0	39.7	-----	45.9
Ohio Northern University		IIB	2	1	1	2	51.1	43.1	37.1	30.1	43.7	2	1	1	2	63.9	54.6	46.5	37.7	55.0
Ohio State Univ.-Main campus		I	2	3	3	3	70.3	49.1	41.5	29.2	55.5	3	3	3	3	84.6	60.3	51.6	40.5	67.6
Ohio State Univ.-Agr. Tech.		IIB		2	1	1	-----	40.8	36.8	32.7	38.6		2	1	1	-----	50.8	46.2	41.5	48.3
Ohio State Univ.-Lima		IIB		1	2		-----	46.0	33.5	-----	38.4		1	2		-----	56.7	42.4	-----	48.0
Ohio State Univ.-Mansfield		IIB		2	2		-----	39.6	35.0	-----	37.5		2	2		-----	49.4	44.1	-----	47.0
Ohio State Univ.-Marion		IIB	2	2	2		50.8	42.4	33.7	-----	41.0	2	2	2		62.2	52.6	42.6	-----	51.0
Ohio State Univ.-Newark		IIB		2	2		-----	41.7	35.3	-----	39.2		2	2		-----	51.8	44.5	-----	48.9
Ohio University-Athens		I	4	3	4		63.2	48.6	39.3	-----	51.2	3	3	3		78.6	61.8	51.2	-----	64.8
Ohio University-Eastern		III			1		-----	-----	41.0	-----	42.4			1		-----	-----	53.1	-----	54.8
Ohio University-Chillocothe		III		2	2		-----	40.5	35.3	-----	38.3		2	2		-----	52.6	46.6	-----	50.1
Ohio University-Lancaster		III		1	2		-----	44.2	34.5	-----	42.3		1	2		-----	56.8	45.8	-----	54.7
Ohio University-Zanesville		III		1	2		-----	46.3	35.4	-----	41.1		1	2		-----	59.3	46.7	-----	53.3
Ohio Wesleyan University		IIB	1	2	2		54.1	39.5	35.4	-----	45.3	1	1	1		72.6	58.4	50.0	-----	62.6
Otterbein College		IIB	3	3	3	1	45.9	37.2	32.9	30.6	36.3	2	3	3	1	60.0	46.7	39.9	41.9	45.7
Shawnee State University		IIB	2	1	1	1	51.0	43.9	36.8	30.8	41.1	2	1	1	1	65.8	56.3	50.2	40.4	53.7
Sinclair Community College		III	2	2	3	4	48.2	39.1	32.7	27.0	40.3	2	3	4	4	60.2	48.8	40.7	33.7	50.3
Terra Technical College		III	4	3	3	1	40.0	36.3	32.5	36.4	35.2	3	3	2	1*	55.5	49.8	45.9	49.9	48.9
Tiffin University		IIB	2	3	2		48.5	37.9	33.4		37.9	2	3	3		59.3	47.0	41.0		46.6
Trinity Lutheran Seminary		IIA	5				39.0	-----	-----		34.8	5				52.0	-----	-----		46.4
Univ. of Akron- Main Campus		I	5	4	4	2	57.7	44.8	38.7	32.7	47.9	4	4	4	2	71.8	56.7	49.7	42.1	60.3
Univ. of Akron-Wayne Campus		III		1	2		-----	46.3	35.3	-----	41.7		1	2		-----	58.7	46.1	-----	53.2
Univ.of Cinti.-Main Campus		I	3	3	4	3	66.6	48.3	39.3	29.0	53.5	2	3	3	3	85.6	62.2	50.6	37.4	68.8
Univ.of Cinti.-Clermont Coll		III		2	4		-----	43.0	30.0	-----	38.2		2	4		-----	55.2	38.5	-----	49.1
Univ.of Cinti.-R.Walters C.		III	1	2	4		53.1	42.5	30.3	-----	39.8	1	2	4		68.3	54.6	38.9	-----	51.2
University of Dayton		IIA	2	2	2	2	59.0	47.9	39.2	30.5	48.2	1	1	2	3	76.5	61.6	49.5	37.2	61.8
University of Findlay		IIB	4	3	4	3	41.7	37.0	30.1	26.8	33.0	3	3	4	3	52.6	47.0	36.9	33.6	41.3
University of Toledo		I	4	4	4	3	60.8	45.7	37.9	29.0	48.6	4	4	4	3	75.0	57.2	48.1	37.6	60.7
Urbana University		IIB	5	5	5		33.5	26.6	24.1	-----	27.2	5	5	5		42.5	31.4	29.7	-----	33.3
Ursuline College	189	IIB	4	4	4	4	41.3	35.0	29.7	25.9	30.6	4	4	4	4	47.6	41.0	36.1	30.6	36.3
Walsh University		IIB	4	4	5		40.7	34.4	27.8		34.6	4	4	4		50.4	42.7	35.2		43.2
Wilmington College	199	IIB	4	4	4		40.7	35.7	30.3	-----	33.5	4	4	4		48.1	43.0	36.4	-----	40.1
Wittenberg University		IIB	1	2	2	2	54.6	41.3	34.1	30.3	43.8	1	1	2	2	70.4	54.3	43.6	35.8	56.7
Wright State University-Main		IIA	1	2	2	5	64.2	46.8	38.5	25.2	46.5	1	2	2	4	78.1	58.0	48.5	32.0	57.6
Wright State U.-Lake Campus		III			2			-----	36.1	-----	37.5			2			-----	45.8	-----	47.5
Xavier University		IIA	2	2	2	4	57.1	47.3	37.8	27.6	44.9	2	2	3	4	71.2	58.6	46.7	34.4	55.7
Youngstown State University		IIA	2	2	3	3	59.1	45.0	36.2	29.3	48.1	2	2	3	3	72.3	56.2	46.1	38.2	59.7
O K L A H O M A																				
Bacone College		III		5	5	5	-----	23.6	19.6	18.4	21.7		5	5	5	-----	28.0	23.6	22.2	26.0
Bartlesville Wesleyan Coll.		IIB									26.4									35.8
Cameron University		IIB	3	3	3	4	42.6	36.0	32.9	25.8	34.5	3	3	2	3	53.1	45.2	41.5	33.0	43.4
East Central University		IIB	3	2	2	2	45.3	40.7	35.2	29.2	37.8	3	3	2	2	53.8	48.8	42.9	35.5	45.6
Langston University		IIB	3	3	3	2	45.9	37.5	31.3	30.1	34.2	3	3	3	2	54.5	45.4	38.3	36.9	41.5
Mid-America Bible College		IIB			5		-----	-----	25.2	-----	26.2			5		-----	-----	29.7	-----	35.0
Murray State College		III				2	-----		-----	29.0	29.3				4	-----		-----	33.9	34.3
Northeastern State Univ.		IIB	3	3	2	1	45.5	37.4	34.8	31.2	37.7	3	3	2	1	55.4	46.2	43.1	38.6	46.4
Northwestern Okla.State Univ		IIB	3	2	3	3	43.5	39.7	32.1	27.6	33.6	3	3	3	3	52.2	47.9	39.0	33.8	40.7
Oklahoma Baptist University		IIB	4	4	5		37.9	33.5	28.2	-----	31.7	4	4	4		46.7	42.0	35.9	-----	39.9
Okla. Christian U. of S&Arts		IIB	3	3	3		43.2	37.2	31.7	-----	38.5	3	3	4		52.7	45.4	37.1	-----	46.6
Oklahoma Panhandle St.Univ.		IIB	3	3	3	3	42.7	36.0	31.1	26.3	34.6	4	4	3	3	51.5	44.4	38.6	32.9	42.5
Oklahoma State Univ.-Main		I	5	5	5	4	53.2	40.9	37.3	28.3	44.9	5	5	5	4	65.5	50.9	46.0	35.4	55.5
Okla.St.Univ. Tech.Br.-Okla.		III	4	4	3	3	41.1	34.3	32.3	27.8	34.3	4	4	4	4	51.0	42.5	40.4	35.0	42.8
Phillips University	13	IIB	5	5	5		36.5	31.5	27.3	-----	31.7	5	5	5		43.8	38.1	32.7	-----	38.1
Southeastern Okla. St. Univ.		IIA	4	4	4	4	46.4	40.7	34.8	27.5	36.3	5	4	4	4	55.8	49.3	42.5	33.6	44.0
Sthwtrn Okl.St.U.-Weatherfrd		IIA	4	3	2	3	46.4	42.9	38.2	29.4	39.3	5	3	2	3	56.7	52.8	47.4	36.5	48.5
Tulsa Junior College		III			1	2			38.1	30.6	35.6			2	2			47.3	38.4	44.3
University of Central Okla.		IIA	3	2	2	2	50.3	44.2	38.4	32.0	41.6	4	3	3	3	60.6	53.6	46.9	39.2	50.5
University of Oklahoma		I	4	4	5	5	60.0	44.5	36.8	23.3	47.0	4	4	5	5	75.2	56.3	46.8	29.8	59.3
Univ. of Sci.& Arts of Okla.	19	IIB	3	3	2	2	42.7	36.9	33.6	29.4	36.2	3	3	2	2	52.8	45.9	43.4	37.0	45.4
University of Tulsa		IIA	1	1	1	4	68.6	50.0	40.4	27.6	51.3	1	2	2	4	83.5	60.8	49.3	34.3	62.5

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
28.	ALL	90.	18.		4.4	4.8	4.4	4.0	21	18	10	5	4	3	7	2	----	----	33.5	----	----	----	31.0	----
34.									2	8	7	12	1	4	5	11	----	----	----	28.4	----	----	----	24.0
28.	ALL	89.	18.		4.0	4.0	4.0	----	17	17	16		2	2	12	3	----	----	29.1		----	----	29.0	----
29.		89.	76.	79.					9	9	16	11		20	17	4	----	37.1	34.4	----		34.0	31.0	----
17.					----	4.0	4.0		1	3	4		4	6	11		----	----	----		----	----	----	
33.		98.	93.	5.	5.2	5.3	6.0	----	101	45	23	3	20	24	20	3	59.3	45.7	38.5	----	56.4	45.0	38.4	----
21.									3	6	6			2	1		----	----	----			----	----	
23.	ALL	86.	19.		4.7	4.4	9.2	----	6	6	7	5	7	15	9		47.4	38.2	32.8	----	46.6	38.1	31.2	
26.		96.	55.	10. 13.	4.9	5.5	6.2	6.8	51	37	23	4	4	16	16	4	----	44.4	38.0	----	----	40.1	35.8	----
22.	ALL	99.	12.	27.	2.8	2.9	2.3	1.9	667	505	268	12	91	174	175	18	71.2	50.5	43.2	30.4	63.5	45.2	38.9	28.4
25.			ALL	ALL 29.	----	2.6	2.4	1.5	1	20	7	6		1	2	1	----	----	----	----		----	----	----
25.			ALL	26.	----	1.9	1.6	----	2	13	11	2	1	1	8	1	----	----	34.0	----	----	----	32.8	----
25.			ALL	22.	----	3.6	3.4	----	2	14	13			5	5	2	----	----	----			----	----	----
24.	ALL	ALL			2.8	1.8	2.4	----	5	7	6	1	1	3	3		----	----	----	----	----	----	----	
25.			ALL	29.	----	2.6	1.7	----	3	11	11		1	2	6	2	----	----	35.3		----	----	35.5	----
27.		98.	96.	23.	4.8	5.4	6.4	----	221	185	122	2	27	56	70	2	64.0	49.4	40.1	----	56.7	46.0	37.9	----
29.				67.	----	----	4.8	----	1	2	11				1	1	----	----	----				----	----
31.			ALL	56.	----	4.9	5.3		2	10	4	1	1	1	5	2	----	----	----	----	----	----	----	----
29.			ALL	67.	----	4.9	6.3	----	1	16	4	1	1	3	2		----	----	----	----	----	----	----	
30.			ALL	89.	----	5.2	5.1	----	2	9	4			3	5	4	----	----	----			----	----	----
38.	ALL	88.	5.						58	12	20	1	9	13	22	1	54.4	39.4	34.8	----	52.2	39.5	36.0	----
26.		95.	52.	13.	4.8	3.7	3.5	----	17	23	27	2	5	19	29	8	----	38.1	33.6	----	----	36.2	32.3	----
31.					0.0	0.2	2.0	0.4	12	31	21	6	3	23	14	9	----	44.1	36.4	31.0	----	43.6	37.5	30.8
25.	ALL	57.	9.		5.6	6.8	8.0	9.0	99	24	24	9	73	22	42	9	48.8	39.8	33.5	27.9	47.5	38.4	32.2	26.2
39.	ALL	ALL	58.		5.0	----	4.5	4.9	5	13	16	9	1	7	8	3	----	36.4	33.4	----	----	36.2	30.5	----
23.					5.4	5.8	5.4		6	6	7			1	7		----	----	34.2			----	32.6	
33.	ALL				4.5	----	----		11	4	1				4		----	----	----				----	
26.	ALL	93.	18.		3.4	3.7	4.0	3.2	234	179	82	8	44	74	65	31	59.3	45.6	40.1	31.9	49.3	42.8	37.0	32.8
28.			ALL		----	25.5	21.4	----	3	3	7	2		8	2	1	----	----	----	----		----	----	----
29.		99.	89.	14.	2.0	2.7	3.4	4.0	378	287	150	2	69	123	94	10	68.0	49.4	41.2	----	58.8	45.8	36.3	----
29.			83.	57.		3.4	4.1	----	3	5	3		1	7	4	2	----	----	----		----	----	----	----
29.	ALL	98.	43.		2.0	2.3	3.5	7.1	7	21	7	1	11	20	21	4	53.1	43.8	33.4	----	53.1	41.1	29.2	----
28.		98.	87.	22.	3.0	3.5	4.8	9.2	117	132	80	1	6	27	50	6	59.5	48.4	39.6	----	50.5	45.7	38.7	----
25.	ALL	66.	39.		4.2	4.4	3.7	5.1	13	21	29	3	5	8	22	4	----	37.3	30.6	----	----	36.3	29.3	----
25.		99.	94.	20. 15.	7.0	8.6	7.6	9.1	191	122	94	8	26	30	73	12	61.9	46.4	38.9	29.3	52.6	42.7	36.5	28.8
22.	ALL	67.	21.						7	10	9	1	2	2	5		----	----	----	----	----	----	----	
18.	ALL	50.	5.		6.5	6.8	7.2	4.0	1	1	4	4	7	9	16	20	----	----	----	----	----	----	----	----
25.		88.	74.						15	12	2		2	7	8		----	34.9	----		----	33.4	----	
20.	ALL	89.	6.		6.6	7.5	6.4		8	13	18		2	5	14	1	----	----	30.5		----	----	30.0	----
29.	ALL	96.	28.	17.	0.1	0.3	0.5	----	45	32	23		4	23	9	6	----	41.6	34.2		----	40.8	33.8	----
24.		97.	95.	11.	4.1	4.9	4.9	3.6	116	135	77	17	10	41	55	28	64.6	47.9	39.3	25.7	59.9	43.4	37.5	25.0
27.				69.		----	4.6	----		2	15				1	1		----	----				----	----
24.		98.	89.	13.	2.9	3.2	3.8	3.0	55	50	37	5	3	25	41	14	----	48.0	37.1	----	----	45.9	38.4	----
24.		97.	93.	38.	4.3	4.7	6.6	4.2	173	76	62	15	31	40	44	18	59.9	46.0	36.9	31.0	54.4	43.0	35.3	27.9
20.									1	1	2	1	2	9	4	5	----	----	----	----	----	----	----	----
36.																								
26.	ALL	80.	37.						37	24	42	13	7	11	21	21	43.2	37.0	33.8	26.0	39.1	33.8	31.3	25.7
20.	ALL	90.	41.		2.9	7.3	2.9	3.5	34	21	40	11	5	10	24	12	----	40.8	36.1	29.0	----	40.4	33.8	29.3
22.		83.	35.	24. 10.					6	20	18	13	6	11	16	16	45.4	38.0	30.7	30.8	46.4	36.5	31.9	29.6
34.									3	1	5	1	1	1	2	2	----	----	----	----	----	----	----	----
17.				47.					2		1	22				16	----		----	29.5				28.3
23.		93.	80.	32. 2.	2.1	2.8	2.0	1.5	66	32	46	28	14	17	25	24	46.0	37.5	35.8	32.9	43.0	37.1	33.1	29.1
21.		75.	55.	23.					10	8	17	14	2	3	13	10	----	----	32.4	28.2	----	----	31.7	26.8
26.	ALL	76.	17.		2.8	3.3	2.6	----	16	20	23	1	6	13	19	4	38.1	34.0	29.7	----	37.1	32.7	26.3	----
21.		82.	33.		0.0	3.9	0.3	----	37	14	8	2	2	4	7	3	----	----	32.7	----	----	----	30.4	----
23.	ALL	21.	14.		2.7	2.9	3.1	2.7	12	7	9	9	3	7	5	2	----	36.4	----	----	----	35.7	----	----
24.	ALL	95.	.9.	64.	1.3	2.1	1.8	2.5	318	191	130	3	24	56	51	8	53.3	41.4	38.3	----	51.7	39.2	34.6	----
25.	ALL	83.	32.	10.	1.9	1.7	2.2	2.4	5	8	13	5	11	4	9	5	----	----	32.8	----	----	----	31.7	----
20.		94.	50.		1.4	0.7	1.5	----	11	8	10		5	2	5	1	----	----	----		----	----	----	----
21.	ALL	82.	25.		2.9	2.9	3.8	3.7	25	11	43	21	8	6	18	16	46.4	40.8	34.7	27.9	46.3	40.5	35.3	26.9
23.	ALL	88.	45.		3.0	2.2	2.5	2.7	52	26	37	22	4	7	28	22	----	42.9	38.9	29.4	----	43.1	37.3	29.4
24.											71	25			87	54			39.7	33.6			36.8	29.2
21.	ALL	86.	27.		0.0	0.0	0.6	0.7	82	32	93	34	26	25	73	24	50.2	44.1	38.4	32.4	50.4	44.4	38.5	31.4
26.		98.	83.	5.	4.3	4.9	3.8	3.0	267	181	151	9	19	44	85	15	60.5	44.7	37.9	28.4	51.9	43.6	34.9	20.3
25.		92.	83.	27.	0.0	0.0	0.0	0.0	10	12	4	5	3	6	7	5	----	36.8	----	----	----	37.0	----	----
22.	ALL	83.	3.						78	81	46	5	6	27	27	15	69.5	50.1	40.5	----	57.9	49.6	40.2	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
OREGON																				
Central Oregon Comm. College		III	2	2	2	2	47.2	41.6	35.1	30.7	38.8	2	2	1	1	63.5	56.6	48.4	43.1	53.1
Concordia College		IIB	4	4	3		40.1	32.9	30.7	-----	34.9	4	4	3		49.6	41.4	38.9	-----	43.6
Eastern Oregon State College		IIB	2	3	3		47.0	36.3	30.9	-----	37.3	2	3	2		61.2	48.2	41.2	-----	49.2
George Fox College		IIB	4	3	4		41.8	37.3	30.2	-----	35.5	3	3	4		53.1	46.8	37.1	-----	44.4
Lewis & Clark College		IIA	2	2	3	2	60.1	44.2	36.2	31.5	47.7	2	2	4	1	74.9	57.0	44.0	46.4	59.8
Linfield College		IIB	2	3	3		48.1	37.7	31.9	-----	39.7	2	2	2		65.0	52.0	44.8	-----	54.6
Mount Angel Seminary		IIB									22.2									27.9
Northwest Christian College		IIB					-----	-----	-----		29.2					-----	-----	-----		40.9
Oregon Institute of Tech.		IIB	2	1	1	1	50.0	44.1	39.1	30.9	43.8	2	1	1*	1	64.8	57.4	51.2	41.5	57.2
Oregon State University		I	4	3	3	4	59.7	47.3	40.0	27.9	47.5	4	3	3	3	76.2	61.5	52.2	38.0	61.5
Pacific Northwest Coll. Art		IIB									26.1									32.6
Pacific University		IIA	5	5	4	5	44.1	38.1	34.1	20.9	37.0	5	5	4	5	56.1	46.9	42.1	26.0	46.1
Portland State University		I	5	4	4	4	54.4	43.7	38.2	28.6	47.4	5	4	3	3	69.3	56.4	49.8	38.3	60.9
Reed College		IIB	1	1	1		59.6	44.2	37.8		49.5	1	1	1		72.9	54.5	46.3		60.7
Southern Oregon State Coll.		IIA	4	5	5	3	46.0	37.1	31.5	29.4	39.3	4	4	4	3	59.8	49.1	41.7	39.3	51.7
Southwestern Oreg.Comm.Coll.		III	4	4	4	3	38.4	34.7	30.4	27.2	31.6	4	3	3	2	52.4	47.9	42.5	38.6	44.0
University of Oregon		I	4	4	5	4	59.7	44.6	37.5	27.7	45.9	4	4	4	3	76.2	57.9	48.8	37.5	59.4
University of Portland		IIA	2	3	2		58.7	43.7	38.7	-----	43.6	2	3	3		71.6	54.2	47.0	-----	53.6
Warner Pacific College		IIB		5	5		-----	27.9	21.6		26.9		5	5		-----	34.0	26.2		32.8
Western Baptist College		IIB		5	5		-----	30.8	25.2	-----	28.5		3	5		-----	45.1	34.0	-----	38.8
Western Cons. Baptist Sem.		IIA	5				33.1	-----	-----		31.3	5				38.1	-----	-----		36.4
Western Evangelical Seminary		IIB	5*				33.3				33.3	5*				43.0				43.0
Western Oregon State College		IIA	5	5	5		43.9	35.4	31.5	-----	36.1	4	5	4		57.5	47.0	41.7	-----	47.2
Western States Chiro. Coll.		IIA		3	2		-----	42.5	38.6	-----	41.5		3	3		-----	53.0	47.0	-----	51.4
Willamette University		IIB	1	3	2		59.6	39.0	34.5	-----	47.8	1	2	1		75.8	52.4	46.6	-----	62.1
PENNSYLVANIA																				
Academy of the New Church		IIB			1*	1*	-----	-----	42.3	34.5	40.1			1*	1*	-----	-----	59.3	48.5	56.2
Albright College		IIB	2	2	1		48.8	39.6	35.9	-----	43.0	2	2	2		64.8	51.4	45.1	-----	56.2
Allegheny College		IIB	1	2	2	4	57.6	41.4	33.2	25.3	41.5	1	1	2	4	74.4	53.7	41.8	31.8	53.2
Alltwn.Coll.St.Francis Sales		IIB	2	2	2	3	48.6	41.5	34.2	27.6	36.5	2	2	2	3	59.4	53.2	42.9	33.6	45.8
Alvernia College		IIB	4	5	4	4	40.2	31.5	29.5	24.9	30.3	4	5	4	4	50.6	37.0	34.7	29.7	36.1
American College		III	2	1*			51.3	50.5	-----		48.2	2	1			63.6	62.7	-----		60.1
Beaver College		IIA	4	4	3		49.6	40.5	35.3	-----	38.1	3	3	3		65.2	53.2	46.2	-----	50.0
Bloomsburg Univ. of Penn.	26	IIA	1	1	1	1	66.9	53.8	42.8	36.3	52.8	1	1*	1*	1*	85.6	71.0	58.0	49.3	69.6
Bryn Mawr College		IIA	1	2	2		62.0	46.6	37.9	-----	51.1	1	2	2		76.7	60.5	47.8	-----	63.9
Bucknell University		IIA	1	1	1		65.8	49.7	41.5	-----	52.8	1	1	1		84.0	63.7	54.2	-----	67.8
Butler County Community Coll		III	2	3	2	3	46.4	39.0	34.2	28.6	38.2	2	2	2	2	59.5	50.6	45.0	38.3	49.8
Cabrini College		IIB	2		2		47.1	-----	35.4	-----	39.8	2		2		59.7	-----	44.8	-----	50.3
California Univ. of Penn.	26	IIA	1	1	1	2	67.4	54.1	43.6	31.5	54.9	1	1	1*	1	85.0	70.0	57.8	43.6	70.8
Carlow College		IIB	2	3	3	3	49.7	38.3	31.4	27.1	35.9	2	2	3	3	62.3	49.0	39.7	33.4	45.4
Carnegie-Mellon University		I	1	1	1*		82.9	56.6	49.9	-----	67.8	1	1	1		99.4	69.1	61.7	-----	82.0
Cedar Crest College		IIB	2	2	3		47.5	39.2	31.8		37.5	2	2	3		59.1	49.5	39.2		46.8
Chatham College		IIB	2	2	3		49.2	39.7	32.3	-----	39.4	2	2	3		62.8	50.3	40.7	-----	50.0
Chestnut Hill College		IIB		4	5		-----	32.2	27.7	-----	31.1		4	4		-----	40.0	34.8	-----	39.1
Cheyney University of Penn.	26	IIA	1	1*	2	2	69.2	55.4	37.9	33.1	55.0	1	1*	1	1	88.4	73.2	53.0	47.4	72.5
Clarion University of Penn.	45	IIA	1	1	1	2	64.9	53.9	41.9	31.9	51.7	1	1	1	2	82.4	69.4	54.9	40.3	66.5
College Misericordia		IIB	2	1	2		49.3	42.5	34.6	-----	37.7	3	2	2		57.8	50.8	42.0	-----	45.5
Comm.Coll. of Allegheny Co.		III	2	3	2	5	48.2	37.6	34.1	25.0	42.6	2	3	2	3	62.6	50.1	46.0	35.3	55.9
Community Coll. of Beaver Co		III	3	2	3		45.1	40.6	33.2	-----	37.9	2	2	2		61.2	55.1	45.1	-----	51.4
Community Coll.-Philadelphia		III	1	1*	1*	1	55.7	52.3	44.7	32.0	48.0	1	1*	1*	1	72.7	68.7	59.5	44.8	63.5
Delaware County Comm. Coll.		III	1*	1*	1*		60.6	51.2	45.9		54.9	1*	1*	1*		79.2	68.5	61.6		72.5
Del. Valley Coll/Sci.&Agr.		IIB	2	2	2	2	50.4	41.1	34.7	28.5	37.9	2	2	2	2	64.9	51.1	42.6	35.3	47.3
Dickinson College		IIB	1	1	1	1	62.2	46.8	38.0	32.8	46.6	1	1	1	1	79.7	60.1	47.8	39.8	59.3
Drexel University		I	3	2	1		67.4	49.6	45.9		56.8	3	3	1		84.3	61.9	57.0		70.9
Duquesne University		IIA	2	2	2	1*	60.2	46.9	39.3	38.3	47.5	2	2	2	1*	75.3	59.7	49.7	49.7	60.1
East Stroudsburg University	26	IIA	1	1	1	4	67.6	53.1	41.5	27.1	52.6	1	1	1	3	85.8	69.6	55.6	38.8	68.6
Eastern Baptist Theol. Sem.		IIA	5				42.5	-----			40.8	5				56.8	-----			54.4
Eastern College		IIA	5	5	4		44.2	34.2	32.9	-----	36.3	3	5	5		63.6	41.3	39.8	-----	47.3
Edinboro University of Penn.	26	IIA	1	1*	1	1	67.6	54.5	42.4	33.7	51.6	1	1*	1	1	87.0	71.4	57.0	45.9	67.9
Elizabethtown College	11	IIB	1	1	1	2	55.2	45.6	37.1	30.0	44.8	1	1	1	3	71.8	58.1	46.5	34.2	57.1
Franklin and Marshall Coll.		IIB	1*	1	1	1*	67.5	48.1	38.7	34.7	51.7	1*	1*	1*	1*	90.2	65.3	51.9	44.9	69.4
Gannon University		IIA	5	5	4	5	45.3	37.7	34.1	25.1	36.5	4	4	4	4	58.6	48.9	43.4	32.0	46.9
Geneva College		IIB	4	3	3		41.6	36.6	31.2		36.6	3	3	3		52.7	47.5	40.2		46.9
Gettysburg College		IIB	1	1	1	1*	62.7	47.5	40.0	36.5	48.5	1*	1	1*	1*	82.0	63.0	51.6	47.8	63.7
Gwynedd-Mercy College		IIB	5	5	5	5	35.6	31.6	26.9	21.5	28.0	5	5	5	5	42.8	38.3	33.0	25.9	34.1
Harcum College		III		5	5	5	-----	27.5	23.6	22.3	24.7		5	5	5	-----	31.2	26.9	25.4	28.1
Harrisburg Area Comm.College	75	III	1	2	2	2	56.5	42.9	36.5	29.8	44.1	1	2	1	2	71.9	55.5	47.7	38.8	56.6
Haverford College		IIB	1*	1*	1		65.3	49.8	39.2	-----	52.1	1*	1*	1*		87.6	70.2	55.1	-----	71.6
Holy Family College		IIB	2	2	2	1	48.0	39.5	33.5	30.7	36.4	2	2	2	1	59.9	50.4	43.2	39.7	46.5
Immaculata College		IIB	3	2	3		45.1	40.6	31.0	-----	38.5	3	2	3		57.2	52.1	39.9	-----	49.2

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
37.	ALL	ALL	28.						15	16	14	7	3	9	11	9	----	41.9	35.1	31.0	----	41.2	35.0	30.5
25.	31.								12	12	4		1	3	3	1	----	----	----		----	----	----	----
32.	90.	52.	12.		5.8	5.7	7.7	----	19	14	9	1	1	9	8	4	----	36.7	30.8	----	----	35.5	31.2	----
25.	45.	33.			8.2	8.6	8.7	----	20	19	19	2		8	8	1	----	38.0	30.9	----		35.7	28.5	----
25.	95.	92.			6.6	5.6	5.3	----	62	22	20	2	12	14	27	4	60.8	44.9	37.3	----	56.5	43.1	35.4	----
37.	94.	91.	3.		10.6	11.4	11.2		39	24	15	1	8	23	16	3	48.6	37.9	32.1	----	45.8	37.4	31.7	----
25.																								
40.									4	3	2			2			----	----	----			----		
30.	97.	63.	25.		5.3	6.5	7.4	4.6	34	29	25	2	4	3	7	5	----	----	39.4	----	----	----	38.2	----
29.	99.	95.	5.	13.	6.4	7.1	7.3	5.8	188	161	78	21	18	48	55	25	60.0	48.2	41.3	30.4	55.8	44.4	38.2	25.9
25.																								
25.	93.	81.	5.						23	18	24	3	5	14	17	4	----	38.8	34.5	----	----	37.2	33.5	----
28.	ALL	88.	4.		6.4	7.7	7.5	7.4	170	76	41	7	35	37	36	9	55.0	44.7	38.6	28.1	51.2	41.6	37.7	29.0
23.	ALL	85.			4.9	4.8	5.4		41	12	19		6	8	12		60.0	44.5	37.9		56.8	43.8	37.5	
31.	85.	57.	12.		4.3	5.2	6.3	3.9	61	33	11	8	11	16	14	4	46.6	37.8	32.0	----	42.6	35.6	31.0	----
39.	ALL	ALL	44.	11.					22	4	8	6	2	6	8	3	----	----	31.5	----	----	----	29.3	----
29.	ALL	93.	1.	15.	6.2	6.9	6.2	5.4	216	114	89	41	24	68	63	48	60.0	45.2	38.3	29.1	57.3	43.5	36.4	26.6
23.	96.	88.	12.		13.0	11.6	14.6	----	22	40	31	2	4	17	11		----	45.1	38.1	----	----	40.5	40.2	
22.									4	10	4			4	4		----	----	----			----	----	
36.		57.	14.		----	14.9	12.3	----	3	7	5	3			2	2	----	----	----	----			----	----
16.									6	1	1			1			----	----	----			----		
29.	90.								7				3				----				----			
31.	ALL	70.	21.		4.2	4.7	6.7	----	50	27	20		10	13	13	2	44.1	36.2	32.2		42.6	33.8	30.4	----
24.		86.	17.		----	6.9	6.6	----	4	12	3		1	2	3	1	----	----	----		----	----	----	----
30.	ALL	72.	14.						55	29	15	1	14	14	13	3	61.7	37.8	32.6	----	51.5	41.6	36.7	----
40.									4	1	7	7			1	2	----	----	----	----			----	----
31.	ALL	95.	27.		5.0	5.4	6.7	----	28	15	5	1	11	6	10	2	49.5	40.1	----	----	47.1	38.2	----	----
28.	ALL	80.			5.0	5.0	5.3	5.0	36	32	31	1		14	23	7	----	42.3	32.6	----		39.6	34.0	----
26.	67.	79.			2.6	3.5	4.6	4.2	5	13	18	5	1	6	15	5	----	40.9	34.0	----	----	42.7	34.3	----
19.	ALL	67.	40.						1	4	10		6	8	20	11	----	----	27.8		----	----	30.3	----
25.									9	11	2			1			----	----	----			----		
31.	92.	55.	9.		8.7	5.6	11.7	----	9	14	11		3	6	21	2	----	40.8	35.5		----	39.9	35.2	----
32.	98.	79.	37.	10.	11.4	12.0	13.2	12.2	81	80	69	4	17	29	62	6	67.1	54.1	43.0	----	65.7	53.0	42.5	----
25.	ALL	61.	5.		3.2	3.1	4.4	----	46	9	5	1	19	14	15	2	60.9	46.0	----	----	64.7	46.9	----	----
28.	99.	98.	3.		3.9	4.2	4.8	----	76	60	39		8	25	34	1	66.9	50.7	42.8		55.6	47.2	40.1	----
30.	ALL	94.	86.	38.					12	10	9	3	3	7	5	5	----	42.3	----	----	----	34.2	----	----
26.	ALL		72.		3.0	----	3.5	----	8	2	8	1	7	3	10	2	48.8	----	35.5	----	45.2	----	35.4	----
29.	97.	77.	55.	8.					92	85	40	13	20	23	24	12	67.7	54.5	44.3	30.7	66.2	52.6	42.5	32.4
26.	ALL	22.							4	5	8	2	4	13	12	5	----	----	31.2	----	----	----	31.5	----
21.	ALL	44.			4.7	4.4	4.4		237	107	93	1	19	31	32	3	83.9	58.8	50.3	----	71.0	48.8	49.0	----
25.	ALL	71.	7.		8.8	5.9	8.3	----	12	8	9		2	9	20		----	39.6	32.4		----	38.8	31.5	
27.	ALL	ALL	13.		0.0	0.4	0.5	----	7	4	4	2	6	8	12		52.3	----	----	----	45.6	----	----	
25.		80.	17.						3	4	8		2	6	10	4	----	----	26.4		----	----	28.7	----
32.	ALL	80.	38.	29.					21	22	10	4	14	13	11	3	70.1	55.6	39.1	----	67.8	55.0	36.8	----
29.	94.	79.	46.	9.					87	57	60	8	13	35	50	14	64.8	54.9	41.4	30.3	65.6	52.3	42.5	32.8
21.	67.	73.	17.						6	12	25		3	10	23	5	----	42.2	34.6		----	42.7	34.6	----
31.	99.	56.	45.						109	63	21	3	83	54	19	6	49.7	41.9	39.4	----	46.2	32.5	28.2	----
36.	ALL	ALL	65.		7.1	7.9	9.5	----	9	7	7	3	6	6	16	1	45.9	40.5	36.1	----	43.9	40.6	31.9	----
32.	ALL	94.	72.						20	88	75	8	21	69	84	8	57.5	54.4	46.3	33.5	54.0	49.7	43.2	30.4
32.	ALL	88.	56.						44	8	13		17	8	19		61.0	51.3	46.8		59.6	51.1	45.2	
25.	ALL	96.	48.						9	22	15	6	1	5	6	9	----	----	35.7	29.2	----	----	32.0	28.0
27.	ALL	94.			3.5	5.2	8.0	7.0	30	34	27	3	5	13	24	4	----	46.6	37.6	----	----	47.6	38.5	----
25.	99.	89.	11.		5.4	4.2	3.2		140	84	55		13	30	18		68.1	51.3	47.2		60.0	44.6	42.0	
26.	97.	95.	13.	7.	3.5	5.3	3.3	4.3	79	76	66	4	19	21	47	24	62.1	47.5	39.9	----	52.1	44.9	38.5	----
30.	99.	82.	28.	5.	5.0	5.0	5.0	5.0	72	47	43	5	23	25	42	15	68.2	53.8	43.0	----	65.9	51.8	40.0	----
33.	89.								8				1	2			----				----	----		
30.	ALL	35.	6.						12	12	8	3	7	5	9	1	42.9	----	37.5	----	46.5	----	28.8	----
32.	98.	83.	34.	4.	10.6	11.6	13.0	14.9	99	64	88	9	12	22	81	17	67.9	55.0	42.1	32.8	64.8	52.8	42.7	34.2
27.	ALL	92.	12.		4.2	3.8	5.4	----	28	30	16	2	2	9	10	4	----	46.3	37.6	----	----	43.2	36.4	----
34.	ALL	88.			5.5	7.2	6.6	7.0	53	26	21	5	3	17	23	4	----	48.0	38.6	----	----	48.2	38.8	----
29.	91.	80.	45.		3.4	4.0	6.1	3.8	30	39	35	7	5	15	41	10	----	38.5	36.0	27.7	----	35.3	32.6	23.3
28.	ALL	82.	25.		5.1	4.9	5.3		15	15	13		2	2	3		----	----	----		----	----	----	
31.	97.	97.		5.	3.3	3.8	8.9	5.0	35	43	12	8	3	22	16	12	----	48.4	41.2	34.8	----	45.9	39.2	37.6
22.	92.	72.	51.		4.0	4.0	4.0	4.0	5	5	9	1	8	13	42	15	----	----	30.0	----	----	----	26.2	----
14.		50.							1	3	3	1	3	9	10	7	----	----	----	----	----	----	----	----
28.	ALL	93.	46.	2.	6.3	6.7	7.1	7.3	66	6	8	15	7	8	16	35	56.9	44.6	38.4	28.6	53.4	41.6	35.6	30.4
37.	93.	89.			3.2	4.4	6.7	----	32	11	20	1	8	8	13	2	67.0	50.4	39.4	----	58.7	48.8	38.9	----
28.	67.	36.			9.4	7.9	7.7	7.4	7	4	12	5	5	10	21	11	----	----	34.4	----	----	----	33.0	----
28.	80.	88.			5.0	5.2	5.5	----	4	5	3		6	3	5	2	----	----	----		----	----	----	----

APPENDIX I	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
PENNSYLVANIA (CONTD)																				
Indiana University of Penn.	86	IIA	1	1	1	2	67.5	54.1	42.5	31.0	54.6	1	1*	1	2	85.9	70.8	57.1	43.1	71.1
Juniata College		IIB	2	2	3		48.8	39.1	31.6	-----	41.9	2	2	2		63.4	49.7	42.7	-----	54.5
Keystone Junior College		III	4	5	5		38.4	30.5	25.6	-----	30.4	4	5	5		48.4	38.7	33.0	-----	38.6
King's College		IIB	2	1	2		49.8	42.7	35.4		40.9	2	1	2		64.1	54.8	44.4		52.0
Kutztown Univ. of Penn.	26	IIA	1	1	1	2	66.9	54.4	41.8	32.0	52.8	1	1*	1	1	84.7	70.7	55.8	44.0	68.5
Lafayette College		IIB	1*	1*	1*	1*	68.6	51.7	41.9	36.3	50.6	1*	1*	1*	1*	87.3	66.8	53.6	44.9	64.7
Lancaster Bible College		IIB			5		-----	-----	26.6		27.0			5		-----	-----	33.0		33.5
Lancaster Theological Sem.		IIA					-----	-----	-----		40.1					-----	-----	-----		50.6
La Roche College		IIB	3	3	4		43.3	36.4	30.2		35.1	4	4	4		51.8	43.8	35.5		41.9
La Salle University		IIA	2	1	1		58.5	48.2	42.6	-----	47.0	2	1	1		73.3	61.6	54.3	-----	59.7
Lebanon Valley College		IIB	2	2	1		47.2	40.1	36.2	-----	41.9	2	2	1		59.3	51.2	46.6	-----	53.1
Lehigh County Comm. College		III	1	1	1	1	56.5	45.3	40.2	33.5	45.6	1	1	1	1	72.5	59.3	53.3	45.4	59.7
Lehigh University		I	1	1	1		75.7	54.3	44.8	-----	63.5	1	1	1		95.5	70.0	56.8	-----	80.5
Lock Haven University	26	IIB	1*	1*	1*	1	67.6	54.4	41.7	33.8	50.8	1*	1*	1*	1	82.0	67.5	52.7	43.2	63.1
Luth.Theol.Sem.at Gettysburg		IIA	5	5			39.1	31.7	-----	-----	33.8	5	5			52.5	43.4	-----	-----	45.3
Lutheran Theol. Sem.-Phila.		IIA	4				46.3	-----	-----		42.8	3				65.4	-----	-----		61.0
Luzerne County Comm.College		III	2	2	5	4	48.7	40.2	28.8	26.7	34.7	2	2	3	2	64.8	54.5	40.8	38.1	47.8
Lycoming College		IIB	2	1	2	3	50.2	43.6	35.2	27.0	39.5	2	1	2	3	65.6	57.5	44.2	32.6	50.7
Manor Junior College		III				5	-----	-----	-----	19.2	23.5				5	-----	-----	-----	22.4	27.9
Mansfield Univ. of Penn.	26	IIB	1*	1*	1*	1	66.5	53.2	42.8	31.6	51.6	1*	1*	1*	1*	83.9	69.0	56.8	43.8	67.0
Marywood College		IIA	3	3	3		51.4	42.9	35.6	-----	41.2	3	4	4		63.5	52.4	44.3	-----	50.8
Mercyhurst College		IIB	3	3	3	5	44.4	39.0	31.2	23.0	33.9	2	2	3	5	59.2	49.7	39.0	27.1	42.9
Messiah College		IIB	2	2	2	1	48.1	40.0	35.1	30.5	39.3	2	2	2	1	62.1	51.4	44.6	39.4	50.5
Millersville Univ. of Penn.	26	IIA	1	1*	1	2	66.0	55.2	42.9	33.2	54.9	1	1*	1*	1	84.2	72.3	57.6	46.3	71.6
Montgomery County Comm.Coll.		III	1	1	1	2	57.9	49.5	38.4	31.3	50.5	1*	1*	1	1	77.0	66.9	53.0	43.0	67.8
Moravian College		IIB	2	2	2		49.0	40.6	34.3	-----	42.3	2	2	2		62.4	51.6	43.0	-----	53.7
Mount Aloysius College		III		4	3	4	-----	35.1	31.7	25.5	29.5		4	4	5	-----	44.2	39.5	31.7	37.0
Muhlenberg College		IIB	1	1	1		58.9	43.2	35.9	-----	44.9	1	1	1		80.9	56.8	46.3	-----	60.0
Neumann College		IIB		4	4		-----	32.8	29.6	-----	30.7		3	3		-----	45.7	39.9	-----	41.5
Northampton Community Coll.		III	1	1	1		52.5	47.3	40.0	-----	47.3	1	1	1		67.6	61.7	52.6	-----	61.4
Penn. College of Optometry		IIA		2	4		-----	47.6	34.8	-----	43.5		2	4		-----	59.1	44.0	-----	54.3
Penn.Coll.of Podiatric Med.		IIB	1	2	4	1*	57.5	40.5	29.1	34.5	38.9	1	2	4	1	69.4	50.0	37.1	43.3	48.2
Pennsylvania College of Tech		III	2	1	1*	1*	51.4	46.7	42.1	37.4	42.4	2	1	1*	1*	65.2	59.4	53.9	48.2	54.3
Penn State Univ.-Main Campus	26	I		2	2	3	4	72.1	50.9	41.7	26.6	52.2	2	2	3	4	88.7	64.2	52.5	34.8	65.2
Penn State Univ.IIA CAMPUSES	128	IIA	1	1	1*	1	63.0	52.4	44.8	37.0	46.8	1	1	1	1	78.5	66.2	56.9	47.8	59.4
Penn State Univ.III CAMPUSES	129	III	1	1	1	1	55.6	44.2	37.1	32.2	38.0	1	2	1	1	69.5	56.6	47.8	42.4	49.0
Philadelphia Coll. of Bible		IIB	5	5	3		34.1	30.4	32.4	-----	32.0	5	5	3		41.2	35.9	38.1	-----	37.9
Phila. Coll. of Pharm.&Sci.		IIB	1	1	1	2	59.6	45.8	37.8	30.0	42.8	1	1	1	1	76.5	59.7	49.7	39.8	55.9
Phila.Coll.of Textiles&Sci.		IIB	1	1	1		53.8	42.5	36.2	-----	41.7	1	1	1		69.3	57.1	45.2	-----	53.8
Pittsburgh Theol. Seminary		IIA	2	2			56.5	44.3	-----		48.9	2	2			74.3	57.6	-----		63.8
Point Park College		IIB	4	4	4		41.1	33.1	29.0	-----	35.7	4	4	4		51.9	43.0	36.3	-----	45.2
Robert Morris College		IIB	1	1	1*	1	57.5	45.4	40.6	31.6	43.8	1	1	1*	1	72.4	57.6	51.3	40.5	55.4
Saint Francis College		IIB	2	2	3	3	47.2	39.2	32.3	26.2	37.5	3	3	3	3	57.3	48.1	40.3	33.4	46.3
St. Joseph's University		IIA	2	1	1		59.4	48.4	42.7	-----	48.7	1	1	1		76.4	62.8	53.9	-----	62.3
Saint Vincent College		IIB	3	2	3	2	43.6	39.9	31.7	28.2	36.3	2	1	3	3	60.3	54.0	40.6	34.2	48.1
Seton Hill College		IIB	2	3	3		48.9	38.0	32.9	-----	36.8	3	3	3		57.5	47.9	40.3	-----	45.3
Shippensburg University	26	IIA	1	1*	1		67.3	54.5	42.5	-----	57.3	1	1	1		84.8	70.6	56.7	-----	73.5
Slippery Rock Univ. of Penn.	26	IIA	1	1	1	1	67.5	53.2	43.1	34.0	53.7	1	1	1	1	83.6	67.0	55.2	44.3	67.6
Susquehanna University		IIB	1	2	1		53.4	42.0	35.9	-----	42.2	1	2	2		66.1	51.9	44.3	-----	52.1
Swarthmore College		IIB	1*	1*	1*		70.4	51.9	41.7	-----	56.2	1*	1*	1*		86.8	65.1	52.6	-----	69.9
Temple University		I		2	1	1	3	73.6	57.9	45.4	32.0	60.6	2	1	1	2	89.8	72.2	58.0	42.5	75.2
Thiel College		IIB	4	4	4		40.8	34.2	28.7	-----	36.9	3	4	4		53.4	44.3	37.6	-----	48.1
Thomas Jefferson University		IIA		1	1	1	-----	50.5	42.8	36.7	44.1		1	1	1	-----	67.8	55.8	48.7	57.8
University of Pennsylvania		I	1	1*	1*		~~88.4~~	~~62.2~~	53.2		74.4	1	1*	1*		108.6	83.1	71.2		94.5
Univ. of Pittsburgh-Main		I		2	2	2	3	73.6	51.6	42.1	31.6	54.7	2	2	2	2	91.0	65.3	53.7	42.1	68.8
Univ. of Pittsburgh-Bradford		IIB	2	2	2	2		48.9	41.8	34.0	27.8	37.3	2	2	2	2	61.9	51.7	41.9	35.4	46.4
Univ. of Pittsburgh-Grnsburg		IIB	2	2	3	3		47.8	40.1	31.4	27.6	36.9	2	2	3	2	60.2	50.7	40.1	34.8	46.7
Univ. of Pittsburgh-Johnstwn		IIB	1	1	3	1		55.4	43.0	32.2	30.7	40.4	1	1	3	1	70.4	53.8	40.1	38.5	50.7
Univ. of Pittsburgh-Titsvlle		III		3	4	4		-	38.5	30.1	26.4	32.3		2	4	4		50.4	37.5	33.4	41.2
University of Scranton		IIA	2	2	1			56.5	47.9	43.7	-----	47.5	2	1	1		73.6	63.2	57.1	-----	62.1
Ursinus College		IIB	1	2	2			52.8	41.9	35.4	-----	43.4	1	1	1		68.6	54.7	45.8	-----	56.3
Valley Forge Christian Coll.		IIB		5	5			-----	27.1	23.8		25.0		5	5		-----	33.5	28.9		30.6
Valley Forge Military Coll.		III						-----	-----	-----		32.6					-----	-----	-----		41.6
Villanova University	13	IIA	1*	1	1	2		72.6	53.5	43.8	30.8	53.6	1	1	1	2	88.6	67.2	55.9	40.6	67.1
Washington & Jefferson Coll.		IIB	1	1	1	1		54.9	48.0	37.3	33.9	47.3	1	1	1	1*	68.9	60.8	49.4	44.4	60.2
Waynesburg College		IIB	4	4	4	2		40.7	33.2	29.7	29.1	33.3	3	3	3	1	54.1	45.3	39.9	40.5	45.1
West Chester Univ. of Penn.	26	IIA	1	1	1	1*		66.7	54.0	43.1	37.9	53.3	1	1	1	1*	82.1	68.0	55.4	49.4	67.1
Westminster College		IIB	2	2	2	2		49.7	41.0	33.7	29.8	42.3	2	2	3	3	60.3	49.8	39.4	34.3	50.8
Westminster Theol. Seminary		IIA	5					40.6	-----			38.1	5				51.5	-----			48.5
Westmoreland Co. Comm. Coll.		III	2	2	1	3		47.8	42.4	36.9	27.6	37.6	2	2	1	2	62.3	55.9	48.8	38.4	50.0
Widener University		IIA	1	1*	1	1*		67.0	55.6	43.9	38.6	52.9	1	1*	1	1*	87.0	71.4	56.7	49.3	68.3
Wilkes University		IIA	4	3	4			49.9	43.0	33.8		40.9	4	3	5		61.2	53.4	40.8		50.2

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
30.	99.	81.	47.	10.					209	133	89	13	34	68	84	28	67.7	54.8	42.5	31.9	66.6	52.7	42.5	30.7
30.	75.	55.			4.2	3.4	4.1	----	32	12	10	1	4	8	6	1	----	39.4	31.4	----	----	38.7	31.8	----
27.	ALL	ALL	20.						9	5	2	1	2	13	8	3	----	----	----	----	----	----	----	----
27.	95.	86.	13.		3.8	4.7	5.3		21	26	27		1	2	18		----	----	35.6		----	----	35.2	
30.	98.	91.	34.	4.					96	85	60	8	23	32	62	17	67.1	54.4	40.5	33.1	66.2	54.3	43.1	31.4
28.	ALL	ALL			4.2	4.1	4.1	3.9	34	48	49	5	3	14	22	3	----	52.5	42.8	----	----	49.0	39.9	----
24.									3	4	5		1		3		----	----	----		----		----	
26.									4		1			1	2		----		----			----	----	
19.									6	6	10		5	6	11		----	36.7	30.6		----	36.1	29.8	
27.	ALL	85.	40.		0.3	0.2	0.5	----	28	63	51	1	2	17	44	3	----	49.8	45.8	----	----	42.4	38.8	----
27.	96.	95.	24.		8.1	5.5	5.5		25	17	10	1	3	4	7		----	----	37.2	----	----	----	34.8	
31.	ALL	83.	57.	50.					16	8	12	1	4	10	11	5	----	46.9	44.6	----	----	44.1	35.5	----
27.	ALL	96.			1.1	1.9	1.4	----	203	96	35	3	13	22	42	1	76.8	55.3	45.2	----	58.9	49.8	44.5	----
24.	98.	91.	36.	_					38	45	31	7	8	19	30	19	67.4	55.3	42.2	32.2	68.1	52.3	41.2	34.4
34.	ALL	33.							7	4	2	1		2	2		----	----	----	----		----	----	
43.	ALL								6	4	1		2		2		----	----	----		----		----	
38.									19	14	18	16	7	18	27	15	52.0	42.8	29.8	27.1	39.8	38.2	28.2	26.1
28.	ALL	ALL	30.	9.	5.1	5.2	6.5	6.2	16	21	22	4		5	11	7	----	----	36.4	----		----	32.8	----
19.									1	1	1		3	3	3	7	----	----	----		----	----	----	----
30.	98.	72.	38.						42	42	34	5	5	18	24	9	----	53.8	43.0	----	----	51.8	42.5	----
23.	92.	71.	29.		3.8	4.3	4.6	----	16	22	20		9	19	32	3	51.8	43.3	36.8		50.7	42.5	34.8	----
27.	ALL	72.			5.4	6.4	8.4	6.7	12	16	30	3	3	9	16	12	----	39.1	32.5	----	----	38.7	28.9	----
28.	71.	46.	2.		4.0	4.3	4.4	4.3	32	29	25	5	2	8	20	10	----	40.4	34.9	----	----	38.7	35.3	----
30.	97.	90.	38.	17.					97	65	46	2	20	32	54	4	66.0	54.7	43.9	----	66.3	56.4	42.0	----
34.	ALL	ALL	79.	13.					46	14	11	4	18	26	13	4	59.6	52.3	41.4	----	53.6	48.0	35.9	----
27.	ALL	86.	11.		3.3	3.3	4.5	----	28	24	11		7	5	8	3	49.1	----	34.7		48.6	----	33.8	----
25.		22.								4	7	2	1	5	13	17		----	28.8	----	----	----	33.3	----
34.	97.	87.	8.		3.2	4.4	5.1	----	32	21	21		4	10	16	2	----	43.5	37.1		----	42.6	34.3	----
35.					----	4.5	3.3	----	3	2	5	2	2	7	22	1	----	----	----	----	----	----	----	----
30.	ALL	ALL	33.		8.9	9.1	9.1	----	25	13	8	2	12	6	16	1	52.8	48.7	45.2	----	52.0	44.1	37.3	----
25.		ALL							2	17	4			9	4	4	----	48.8	----			45.2	----	----
24.	83.								6	7	8	6			2		----	----	----	----			----	
28.	90.	96.	82.	66.	6.9	7.3	8.0	8.3	17	34	53	50	3	11	18	20	----	47.6	42.3	37.9	----	43.9	41.5	36.0
25.	97.	78.	7.		4.3	4.9	5.6	5.7	568	356	270	68	54	93	157	92	72.4	51.9	43.6	27.5	68.3	47.2	38.4	26.0
27.	94.	84.	20.		4.6	4.9	5.0	4.3	30	58	83	23	5	12	29	8	----	53.1	46.9	37.8	----	49.0	38.7	34.7
29.	ALL	87.	49.		4.4	4.4	4.4	4.8	33	142	226	118	13	39	78	80	56.2	44.7	37.9	33.3	54.2	42.6	34.9	30.6
19.									6	6	10	1	1		7		----	----	36.4	----	----		26.5	
30.	ALL	76.			4.0	4.0	4.0	4.0	18	24	23	10	2	9	23	6	----	46.3	35.8	31.3	----	44.6	39.8	27.7
29.	94.	86.	15.		2.0	2.0	1.9		15	22	19		2	6	20	1	----	42.8	36.6		----	41.4	35.7	----
30.	ALL	88.			4.4	6.1	----		7	5	1			3			----	----	----			----		
27.	ALL	ALL	29.		3.5	3.5	3.5	----	25	9	12	1	8	10	5		41.3	35.9	----	----	40.5	30.6	----	
27.									8	32	31	6	3	11	11	1	----	46.3	40.7	----	----	42.9	40.1	----
23.	95.	93.	21.						14	13	15	2	6	1	9	6	48.0	----	33.3	----	45.3	----	30.7	----
28.	ALL	ALL	19.		3.6	3.4	4.6	----	33	47	34	2	6	3	29		60.6	----	45.8	----	53.1	----	39.2	
32.	ALL	90.			4.6	4.6	4.6	6.9	14	18	12	5		2	8	5	----	----	32.0	----		----	31.3	----
23.	ALL	30.			2.0	8.6	11.3	----	2	12	9		5	11	15	1	----	38.8	33.0		----	37.1	32.9	----
28.	98.	76.	25.		11.1	14.0	12.7		131	43	45		17	24	38	3	67.6	55.2	42.5		65.3	53.4	42.5	----
26.	ALL	75.	54.	18.					106	61	73	5	21	43	65	6	67.6	54.0	43.0	----	66.7	52.0	43.2	----
23.	88.	27.	12.		5.0	4.2	4.4	----	24	20	15	1	1	6	18	4	----	43.0	37.1	----	----	38.6	34.9	----
24.	97.	80.			3.2	4.8	5.4	----	60	20	24	2	8	24	23		70.9	53.3	42.5	----	66.2	50.8	40.9	
24.	98.	92.	8.	8.	8.8	8.9	8.2	6.5	401	229	162	18	89	103	129	19	74.3	58.9	45.7	32.6	70.7	55.6	44.9	31.4
30.	ALL	71.			6.1	7.5	6.9	----	27	5	5		6	9	5	1	41.3	----	----		38.9	----	----	----
31.					----	4.0	4.0	----	1	2	5		4	7	19	18	----	----	----		----	----	----	----
27.	ALL	89.	0.		3.6	4.2	5.1	-	476	182	137		65	58	75		88.6	63.0	54.6		83.9	59.6	50.5	
26.	96.	81.			3.3	2.9	3.8	4.9	369	300	209	20	58	102	164	43	74.9	52.7	43.1	32.5	65.6	48.4	40.7	31.2
24.	ALL	ALL	4.		2.9	2.8	3.4	3.3	6	14	9	3	2		16	5	----	----	33.4	----	----		34.3	----
26.	ALL	91.	7.		3.1	3.1	3.3	3.0	5	17	8	3	4	6	6	7	----	40.4	30.5	----	----	39.3	32.6	----
26.	ALL	98.			2.9	3.1	3.5	3.0	14	51	22	9	2	12	10	8	----	43.7	32.9	33.2	----	40.1	30.7	27.8
28.		ALL				2.9	2.9	2.9		6	4	4		1	3	3		----	----	----		----	----	----
31.	98.	91.	32.		5.8	5.1	5.5	6.9	47	72	55	2	4	14	40	3	----	48.5	45.3	----	----	45.2	41.6	----
30.	ALL	89.	17.		5.3	5.5	5.6	----	25	14	17	1	7	14	12	1	53.6	42.0	35.9	----	50.0	41.9	34.7	----
23.		17.							1	4	7			2	4		----	----	----			----	----	
27.					----	----	----		3	2	4			2	1		----	----	----			----	----	
25.	99.	92.	43.		5.1	4.8	4.7	5.7	119	114	131	4	14	29	75	17	73.5	54.0	44.1	----	64.9	51.4	43.4	----
27.	94.	86.	11.		5.2	5.7	6.5	----	33	23	8	6		6	10	1	----	48.9	41.2	----		44.9	34.3	----
36.	90.	36.	18.		6.2	9.7	7.2	6.5	16	5	12	2	4	6	10	9	----	----	29.1	----	----	----	30.3	----
26.	98.	86.	36.	88.	8.7	8.8	9.5	8.2	109	112	81	3	27	51	95	5	66.9	54.5	43.2	----	66.0	53.1	43.0	----
20.	98.	83.	8.		8.0	8.0	8.0	8.0	38	9	12	4	9	3	12	6	50.4	----	33.5	----	47.1	----	33.9	----
27.	ALL				5.7	----			9	4							----	----						
33.					5.1	5.2	3.3	6.2	14	6	15	12	4	7	13	11	----	40.9	38.2	26.9	----	43.7	35.3	28.4
29.	88.	68.	8.		3.8	4.0	5.6	4.1	46	90	41	5	14	46	47	13	69.0	56.6	43.1	----	60.3	53.7	44.7	----
23.	84.	79.	11.		2.1	2.0	2.5		31	37	29			16	24		----	44.4	34.8			39.7	32.5	

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
PENNSYLVANIA (CONTD)																					
Wilson College		IIB	5	5	5		32.2	31.4	26.9	-----	29.4	5	5	5		40.2	36.6	31.5	-----	35.0
York College of Pennsylvania		IIB	1	1*	1*		61.5	51.2	41.4	-----	46.4	1	1*	1*		80.9	66.4	53.7	-----	60.3
RHODE ISLAND																					
Brown University		I	2	2	2		75.2	51.5	43.3		62.5	1	2	2		95.6	65.9	55.4		79.7
Bryant College		IIB	1	1*	1*		63.2	58.2	50.2		55.6	1	1*	1*		81.2	74.6	62.9		70.9
Community College of R.I.		III	2	4	4		46.5	35.3	30.6	-----	40.2	2	3	3		59.8	46.5	41.3	-----	52.5
New England Inst. of Tech.		III			2	1		-----	35.4	32.3	35.1			2	2		-----	43.9	40.4	43.6
Providence College	133	IIA	1	1	1	1	63.3	52.6	41.8	35.2	48.9	1	1*	1	1	82.7	71.2	54.4	45.6	64.6
Rhode Island College	13	IIA	3	2	2		51.8	44.2	38.1	-----	45.3	3	2	2		67.5	58.1	50.4	-----	59.4
Rhode Island School Design		IIB	1	1	2		55.8	42.7	35.1		44.4	1	1	1		73.9	57.6	48.4		59.8
Roger Williams University		IIB									46.4									60.5
Salve Regina University		IIA	4	4	5	4	49.5	39.7	32.7	27.6	38.5	4	4	5	4	62.0	49.6	40.6	35.3	48.1
University of Rhode Island	184	I	4	3	3		63.0	47.3	41.6	-----	54.1	3	3	2		81.3	62.2	54.8	-----	70.3
SOUTH CAROLINA																					
Anderson College		IIB		4	4		-----	34.0	29.4		31.8		4	4		-----	42.1	35.5		38.9
Charleston Southern Univ.		IIB	3	4	4	5	42.9	35.6	29.9	23.0	32.7	4	4	4	5	51.8	43.0	35.9	28.2	39.5
Clemson University		I	4	4	5	5	60.2	44.1	37.5	21.7	46.6	4	5	5	5	72.8	54.4	46.5	27.9	57.1
Coker College		IIB	3	3	3		42.5	35.9	31.8	-----	35.8	3	4	4		52.1	42.5	37.8	-----	43.0
College of Charleston		IIA	4	4	5	5	47.5	41.0	32.0	24.4	37.4	4	4	5	5	58.1	50.5	39.9	30.9	46.2
Columbia Bible Coll. & Sem.		IIA	5	5	5		36.2	29.7	25.7	-----	31.5	5	5	5		43.4	36.8	31.8	-----	38.4
Columbia College		IIB	4	4	3	2	41.5	35.5	33.0	28.9	35.8	4	4	3	2	51.5	44.1	40.2	35.3	44.2
Converse College		IIB	3	3	3		46.7	38.4	31.7	-----	37.2	3	2	3		58.2	49.5	40.2	-----	47.3
Erskine College		IIB	4		4		42.0	-----	29.7	-----	35.5	3		4		52.7	-----	36.6	-----	44.4
Francis Marion University		IIB	2	2	3	4	47.6	39.4	32.8	24.5	38.7	2	3	3	4	58.5	48.8	41.0	30.9	48.0
Furman University		IIB	1	2	2	2	55.1	41.4	34.3	29.0	45.3	1	2	2	3	71.9	53.0	43.0	34.2	58.3
Lander University		IIB	3	3	2		45.3	38.1	34.3	-----	38.0	3	3	2		55.7	47.2	42.7	-----	47.0
Limestone College		IIB	5	5	5		27.7	28.2	25.0	-----	26.4	5	5	5		31.9	32.8	28.7	-----	30.3
Morris College		IIB		5	5		-----	27.8	25.2	-----	26.9		5	5		-----	31.4	28.5	-----	30.3
Newberry College		IIB	5	5	5		35.1	29.0	24.3	-----	28.7	5	5	5		41.1	34.4	29.0	-----	33.9
North Greenville College		III	5		5	5	28.5	-----	25.6	16.5	23.0	5		5	5	34.6	-----	31.5	21.1	28.6
Presbyterian College		IIB	2	3	3		50.3	37.6	31.6	-----	39.7	2	3	3		63.7	47.8	39.5	-----	50.1
South Carolina State College		IIB	3	3	3	3	45.8	37.9	30.7	27.0	35.0	3	3	3	3	56.1	46.7	38.2	33.7	43.2
Univ. South Carolina-Main		I	4	5	4	4	58.5	43.6	38.5	26.9	47.5	5	5	4	4	70.5	53.2	47.2	33.5	57.7
Univ. South Carolina-Aiken		IIB	3	2	3	3	46.1	39.2	31.7	26.5	37.4	3	3	3	4	56.3	48.1	39.2	31.4	45.7
Univ. South Carolina-Beaufrt		III	4	4			41.6	33.2	-----	-----	34.6	4	5			50.9	41.0	-----	-----	42.7
Univ. South Carolina-Lncster		III	4	4			40.1	34.3	-----	-----	34.5	4	4			49.1	42.2	-----	-----	42.5
Univ. South Carolina-Slktche		III	4				39.9	-----	-----	-----	30.8	4				48.9	-----	-----	-----	38.2
Univ. South Carolina-Sprtbrg		IIB	3	3	4	3	43.3	36.8	30.3	27.4	36.6	3	3	4	3	52.9	45.2	37.6	34.2	45.0
Univ. South Carolina-Sumter		III	4	4	3		41.3	34.0	32.8	-----	36.7	4	4	4		50.6	42.0	40.5	-----	45.1
Univ. South Carolina-Union		III					-----	-----	-----	-----	35.7					-----	-----	-----	-----	43.9
Winthrop University		IIA	4	5	5	5	46.4	37.8	32.7	24.9	37.8	4	5	4	4	57.8	47.4	41.3	32.0	47.4
Wofford College		IIB	1	2	1		53.7	41.3	36.7	-----	44.8	1	2	1		66.2	51.9	46.9	-----	56.0
SOUTH DAKOTA																					
Augustana College		IIB	3	3	3	4	43.4	38.2	32.2	24.1	36.4	3	2	2	3	57.6	51.9	42.9	33.1	48.7
Black Hills State University		IIB	4	4	4	4	41.0	34.1	30.3	25.6	32.9	4	4	4	4	48.7	40.9	36.6	31.2	39.6
Dakota State University		IIB	2	4	2	3	46.9	35.7	34.9	26.0	35.1	3	4	2	4	55.4	42.7	41.9	31.8	42.0
Dakota Wesleyan University	3	IIB		5	5	5	-----	29.0	24.6	19.9	25.7		5	5	5	-----	35.6	30.2	24.7	31.7
Northern State University		IIA	5	5	5	3	41.7	33.3	29.7	28.5	33.7	5	5	5	4	49.8	40.2	36.2	35.0	40.7
Sioux Falls College		IIB	4	5	4		37.6	30.8	28.9	-----	31.1	4	5	4		46.3	38.8	36.4	-----	39.1
South Dakota Sch.Min.& Tech.		IIA	4	4	3		47.3	41.4	36.2	-----	41.9	5	4	4		56.2	49.5	43.5	-----	50.0
South Dakota State Univ.		IIA	5	5	5	4	44.0	36.8	32.6	27.6	36.8	5	5	5	4	52.1	44.0	39.2	33.6	44.0
University of South Dakota		I	5	5	5	5	48.0	36.4	34.0	22.7	36.2	5	5	5	5	57.0	43.8	41.0	28.2	43.6
TENNESSEE																					
Austin Peay State University	3	IIA	4	5	5	5	48.2	36.2	31.4	23.0	37.4	4	5	5	5	58.1	44.5	39.0	28.3	45.8
Belmont University		IIA	4	5	5	4	48.4	37.2	31.5	27.0	38.2	4	5	5	4	57.3	44.5	37.7	32.6	45.5
Bethel College	3	IIB	5		5		28.7	-----	25.5	-----	26.2	5		5		34.5	-----	30.7	-----	32.3
Carson-Newman College	24	IIB	4	4	4	4	39.3	33.4	28.6	23.9	32.4	4	4	5	4	47.5	40.5	33.9	29.2	39.0
Chattanooga St.Tech.Comm.Col		III	3	3	4	4	42.6	37.4	31.2	26.2	32.3	4	3	4	4	52.1	46.1	38.9	33.0	40.1
Christian Brothers Univ.		IIB	4	4	3		41.4	34.7	31.2	-----	34.5	4	4	3		50.9	43.5	39.5	-----	43.2
Cleveland State Comm. Coll.		III	3	3	3	4	42.5	36.8	31.9	27.1	33.8	4	4	3	4	51.3	44.4	41.6	33.3	41.5
Columbia State Comm. College		III		2	3	4	-----	39.6	32.4	26.3	32.1		3	4	4	-----	48.0	39.8	32.7	39.3
David Lipscomb University		IIB	3	3	3	3	45.3	37.4	30.8	26.8	36.5	3	3	4	3	56.1	47.3	37.4	32.3	45.1
Dyersburg State Comm. Coll.		III	5	4	4	3	38.0	33.6	29.6	27.2	32.4	5	4	5	4	45.8	41.3	36.1	34.5	39.8
East Tennessee State Univ.		IIA	3	2	3	4	51.9	44.9	35.8	26.8	41.1	3	3	4	4	62.9	54.8	44.1	33.8	50.4

(6)	(7)	(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY	PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
						MEN				WOMEN				MEN				WOMEN			
	PR AO AI IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
19.	ALL 78.					6	4	4	1	2	5	8	2	----	----	----	----	----	----	----	----
30.	92. 78. 42.	4.8	5.1	5.3	----	12	21	40	1	1	11	27		----	53.5	41.7	----	----	46.9	40.9	
27.	ALL 98.	4.5	5.7	6.1		254	59	69		32	41	42		76.0	53.2	44.5		68.6	49.0	41.3	
27.	90. 67. 13.	6.0	6.0	5.8		30	37	26		10	6	19		63.6	58.2	52.0		61.9	58.0	47.6	
30.	ALL 98. 32.	5.5	6.0	5.7	----	97	19	21	1	65	25	52	4	47.2	36.5	30.9	----	45.3	34.5	30.5	----
24.							2	42	12		2	8	2		----	35.7	----		----	33.7	----
32.	95. 87. 43. 27.	6.1	6.1	6.1	4.7	31	53	58	6	12	15	35	9	64.7	54.4	42.7	39.4	59.9	46.5	40.3	32.4
31.	ALL 89. 21.	5.5	6.2	5.7	----	95	62	48	1	30	39	48		53.3	45.7	40.1	----	47.1	41.8	36.1	
35.	3.					26	31	17		9	18	17		58.2	43.3	35.4		48.7	41.8	34.8	
30.																					
25.						17	19	19	3	12	24	18	11	49.4	39.3	32.5	----	49.8	40.0	33.0	----
30.	99. 76. 13.	6.9	6.8	5.2	----	288	126	64	2	46	61	71	1	63.7	48.1	42.9	----	58.7	45.6	40.5	----
22.	ALL 72.					2	15	12		1	11	17		----	34.1	29.0		----	33.9	29.7	
21.	75. 20. 17.	7.7	5.8	6.1	----	10	15	16	1	2	5	13	5	----	----	30.4	----	----	----	29.2	----
23.	99. 80. 7. 2.	0.0	0.0	0.0	0.0	269	177	118	17	27	47	73	25	60.8	45.2	39.1	23.0	54.1	40.2	34.9	20.8
20.	ALL ALL 94.	4.7	6.4	6.5	----	12	2	15	2	2	7	3		----	----	----	----	----	----	----	
24.	99. 99. 24. 3.	0.0	0.4	1.3	2.0	61	79	67	3	7	23	51	29	47.5	41.1	32.4	----	47.3	40.6	31.5	----
22.	65. 5.	5.2	3.6	----		15	17	5		2	5	1	1	----	----	----		----	----	----	----
24.	ALL 76. 40.	0.0	0.0	0.0	0.6	15	11	3	1	8	14	12	8	42.2	35.9	----	----	40.2	35.2	----	----
27.	ALL 90. 22.	0.4	0.2	0.0	----	8	19	9	3	4	12	14		----	39.4	30.9	----	----	36.9	32.2	
25.	84.	9.4	----	9.7	----	14	4	10	1	5	1	4	1	----	----	----	----	----	----	----	----
24.	ALL 86. 28. 12.	2.5	3.4	2.8	2.2	56	27	30	11	8	10	10	14	47.8	40.8	33.0	23.7	46.2	35.7	32.3	25.1
29.	ALL 95. 28.	5.1	5.2	6.3	----	78	24	33	4	8	15	21	2	55.7	43.5	34.4	----	49.0	38.0	34.1	----
24.	97. 87. 17.	1.5	1.7	1.0	----	29	18	17	3	5	13	24	1	----	38.9	34.9	----	----	37.0	33.8	----
15.	ALL 13.	2.7	2.6	3.0	----	5	6	5	1	2	2	6	1	----	----	----	----	----	----	----	----
13.						2	12	14	2	3	4	7	2	----	----	25.5	----	----	----	24.6	----
18.	73. 63.	0.6	1.8	2.3	----	10	15	9	4	1	4	2	1	----	----	----	----	----	----	----	----
25.	38. 17. 10.	5.6	----	13.4	6.5	5		6	4	3	2		6	----		----	----	----	----		----
26.	ALL 82. 9.					23	18	16	4	3	4	6	1	----	----	32.2	----	----	----	29.9	----
24.	90. 45. 17.	2.2	2.4	2.9	2.2	46	35	47	17	13	23	30	19	46.3	38.2	32.1	26.4	44.0	37.4	28.5	27.4
21.	98. 93. 9.	0.6	1.4	1.8	1.9	371	246	114	25	46	89	80	35	59.3	44.8	39.7	30.3	52.2	40.4	36.9	24.4
22.	ALL 92. 14.	0.0	0.4	0.4	2.3	23	24	14	3	7	15	22	9	46.7	38.6	33.0	----	44.4	40.3	30.8	----
23.	ALL 78.	----	0.0	----		6	7	1			2	4	1	----	----	----			----	----	----
23.	ALL ALL	0.0	0.0	----	----	4	9	2		2	5	2	1	----	----	----		----	----	----	----
24.	ALL	----	----	----	----	5	3	3	4	1	1	1	1	----	----	----	----	----	----	----	----
23.	ALL 79.	0.0	1.5	0.9	0.0	35	19	9	7	14	24	7	14	44.1	37.1	31.1	27.4	41.4	36.6	29.4	27.5
23.	ALL ALL 11.	0.1	3.1	1.2	----	15	7	7	1	3	6	2	1	----	34.0	----	----	----	34.1	----	----
23.		----	----	----	----	5	2	1	2		1			----	----	----	----		----		
25.	ALL 88. 20.	0.1	0.2	0.0	0.0	59	52	31	5	14	26	39	14	47.3	37.7	33.4	----	42.6	38.1	32.1	----
25.	96. 81. 55.	5.1	4.5	4.4	----	22	23	7	2	2	4	4		----	----	----	----	----	----	----	
34.	ALL 91. 8.					30	15	27	2	4	7	18	5	----	38.2	33.1	----	----	38.1	30.9	----
20.	ALL 69. 20.	3.1	2.8	3.0	5.1	20	12	37	4	4	1	13	7	----	----	30.7	----	----	----	29.4	----
20.	89. 91. 21.	2.9	3.1	5.3	3.5	8	7	13	5	1	4	11	7	----	----	36.1	----	----	----	33.6	----
24.	45. 15.	----	2.0	2.0	2.0	4	11	5	4			8	3	----	----	----	----			----	----
21.	96. 60. 31.	3.8	3.0	3.4	2.4	26	28	19	6	1	2	16	6	----	----	31.0	32.0	----	----	28.2	25.1
26.	ALL 42. 33.	3.5	3.9	3.6	----	5	10	11	2	2	2	4		----	----	----	----	----	----	----	
19.	96. 21.	2.9	3.4	3.4	----	42	24	18	3	3	4	8	2	----	----	37.8	----	----	----	32.8	----
19.	98. 66. 8.	2.9	3.6	3.2	2.6	116	43	70	18	16	24	52	26	44.1	37.7	33.7	27.8	43.5	35.2	31.2	27.5
20.	99. 83. 3. 2.	2.8	3.4	4.1	4.9	78	55	75	14	10	20	59	41	48.5	36.7	35.4	22.4	44.0	35.5	32.1	22.8
22.	99. 83. 11.	7.3	8.6	7.5	9.9	71	34	46	6	15	13	56	11	49.1	36.2	32.7	20.8	43.5	36.1	30.3	24.1
19.	86. 80.	3.6	3.6	3.6	3.6	35	33	20	5	7	21	25	2	50.0	37.5	32.4	----	40.3	36.7	30.8	----
23.	78. 11.	3.0	----	2.0	----	8	2	6	4	1	2	3	1	----	----	----	----	----	----	----	----
20.	ALL 85. 34.	4.3	4.8	3.1	4.4	26	24	19	7	6	9	22	4	39.8	33.9	28.6	----	37.5	32.0	28.6	----
24.	ALL 82. 39. 8.					15	28	18	22	3	28	31	29	----	38.1	34.1	27.7	----	36.7	29.6	25.0
25.	86. 79. 16.	3.6	6.7	4.6	----	19	18	21	2	3	10	11	2	----	37.2	32.3	----	----	30.1	29.1	----
23.	ALL ALL 62.	8.1	8.1	7.9	9.1	8	18	5	9	2	10	8	13	----	37.4	----	28.1	----	35.5	----	26.4
23.	ALL 65. 2.					4	10	10	12	1	11	13	29	----	39.6	35.3	27.2	----	39.6	30.2	25.9
24.	94. 86. 16.	2.9	5.9	4.6	5.8	32	19	17	9	1	3	8	8	----	----	31.0	25.8	----	----	30.3	27.9
23.	92. 77. 11.	3.8	3.7	4.8	5.2	8	6	4	5	4	7	5	6	----	33.7	----	----	----	33.6	----	----
23.	96. 81. 30. 24.					110	87	74	32	19	37	91	36	52.1	45.1	37.0	28.4	50.4	44.2	34.8	25.4

APPENDIX I	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
TENNESSEE (CONTD)																				
Fisk University		IIB	4	3	5		38.3	36.9	26.9	-----	31.9	5	4	5		45.1	43.7	31.4	-----	37.5
Freed-Hardeman University		IIB	4	4	5	5	38.2	32.5	27.1	20.4	30.5	4	4	4	5	45.4	40.1	34.6	24.5	37.4
Jackson State Comm. College		III	4	4	4	4	38.5	34.8	29.8	26.5	32.5	5	4	5	5	45.9	41.9	35.9	30.9	39.0
Lambuth University		IIB	5	5	4		31.6	28.8	28.3	-----	29.4	5	5	4		40.5	38.0	36.3	-----	37.9
Lee College		IIB	5	5	4	4	35.0	32.0	28.4	24.2	29.7	5	4	5	5	43.1	40.7	33.4	28.1	36.0
Maryville College		IIB	3	4	4		42.9	35.1	28.9	-----	33.8	3	4	4		52.0	41.9	34.8	-----	40.6
Memphis State University	3	I	5	5	4	5	55.8	42.5	37.6	24.8	44.3	5	5	5	5	67.4	52.2	46.4	31.6	54.2
Middle Tenn. State Univ.		IIA	2	3	4	5	54.2	41.8	33.6	25.5	41.0	3	4	4	4	65.4	51.1	41.6	32.2	50.1
Milligan College		IIB	4	4	4		39.8	33.4	29.1		34.7	4	4	5		46.5	40.4	33.7		41.0
Motlow State Community Coll.		III		3	3	3	-----	37.9	33.0	28.2	32.5		3	3	3	-----	46.6	40.9	35.3	40.3
Nashville State Tech. Inst.		III	3	4	3	4	43.0	35.6	32.2	25.4	33.2	4	4	4	4	52.6	43.9	40.1	31.9	41.2
Northeast St.Tech.Comm.Coll.		III		4	4	4		35.0	30.1	25.4	28.8		4	4	4		42.5	37.3	32.0	35.8
Pellissippi St.Tech.Comm.Col		III		3	4	3	-----	36.8	30.9	27.8	32.1		4	4	4	-----	44.9	38.0	34.4	39.4
Rhodes College		IIB	1	1	2		57.5	44.6	35.3	-----	43.0	1	1	2		74.1	56.6	42.8	-----	53.8
Roane State Community Coll.		III	3	3	4	3	43.0	36.7	30.6	27.9	33.8	4	4	4	4	51.3	44.4	37.8	35.1	41.3
Shelby State Comm. College		III	4	4	5	4	38.7	33.1	28.0	25.6	31.2	5	5	5	4	45.6	39.8	34.7	32.4	37.8
Southern C.Seventh-Day Advts	148	IIB	5	5	5		27.0	26.1	24.9	-----	26.0	5	5	5		34.8	33.1	32.2	-----	33.4
State Tech. Inst. of Memphis		III	3	4	4	2	44.7	36.1	30.5	29.8	34.3	3	4	4	3	54.0	43.7	37.4	35.5	41.5
Tennessee State University	159	IIA	4	3	4	3	47.7	41.8	33.0	29.5	40.7	4	4	4	3	59.5	52.4	42.0	37.8	51.2
Tennessee Technological Univ	3	IIA	2	3	4	5	54.7	42.4	34.6	24.7	43.6	3	3	4	4	66.4	52.7	43.9	32.3	54.0
Tusculum College	169	IIB	5	4	4		35.3	32.7	29.0		31.4	5	4	5		42.6	39.6	34.0		37.3
Union University	170	IIB	4	3	3	2	39.6	36.1	31.8	27.8	33.2	4	3	3	3	49.6	45.4	39.6	34.3	41.4
University of the South		IIB	1	1	2	1	57.8	42.7	34.7	30.7	48.5	1	1	2	1	75.9	57.1	44.7	38.9	63.6
Univ.of Tennessee-Knoxville	185	I	4	4	3	4	60.0	45.4	40.2	26.7	50.1	4	4	3	4	75.6	57.0	50.0	33.4	63.0
Univ. of Tenn.at Chattanooga		IIA	4	3	3	5	49.4	42.0	36.5	24.0	42.8	4	3	3	5	62.8	52.5	45.2	29.5	53.8
Univ. of Tennessee- Memphis		I	4	4	3	2	60.5	46.1	40.3	35.1	48.6	4	4	3	2	75.7	57.6	50.2	43.7	60.7
Univ.of Tennessee-Martin		IIA	4	4	4	4	47.3	40.9	33.7	27.3	41.3	4	4	4	4	61.5	50.9	42.6	34.4	52.7
Univ.of Tennessee-Inst.Agri.		IIA	2	2	1		55.9	46.3	41.2	-----	48.9	2	2	2		71.2	58.5	51.1	-----	61.8
Vanderbilt University		I	1	2	2	2	80.7	52.2	43.2	35.9	61.2	1	2	2	2	98.8	65.1	53.8	45.2	75.6
Volunteer State Comm.College		III	3	3	4	4	42.4	36.9	29.0	25.6	33.5	4	4	5	5	50.7	43.9	35.1	30.3	39.9
Walters State Comm. College		III	3	3	4	4	45.8	37.7	30.1	26.2	35.1	3	4	4	4	55.5	46.0	37.3	32.8	43.1
TEXAS																				
Abilene Christian University		IIA	5	5	4	5	42.4	37.5	33.9	24.4	37.6	5	4	4	2	55.5	49.1	41.8	40.2	49.4
Amber University		IIA	5	4			44.0	41.6	-----		42.8	5	4			53.7	50.7	-----		52.3
Angelo State University	29	IIB	2	1	1	3	48.5	42.5	36.9	27.7	39.8	2	1	1	2	61.8	54.9	48.4	37.6	51.7
Austin College		IIB	2	2	3		50.8	39.4	32.0	-----	41.8	2	2	3		62.9	50.0	39.0	-----	51.8
Baylor University	34	I	4	3	4	2	61.9	47.4	39.7	34.6	47.6	3	3	3	2	79.1	61.0	50.4	42.7	60.7
Brazosport College		III	3		4	2	45.4	-----	29.9	29.5	39.1	4		5	4	52.1	-----	35.3	34.8	45.3
College of the Mainland		III	3	2		1	45.4	41.4		34.6	39.9	3	3		1	53.8	49.4		41.9	47.8
Del Mar College	3	III	3	2	2	2	45.5	39.1	34.6	29.3	37.9	3	3	3	3	56.6	49.1	43.5	37.2	47.5
East Texas Baptist Univ.	3	IIB	4	5	3	4	37.7	31.8	32.5	25.7	32.9	4	4	3	3	46.0	40.9	40.3	32.2	40.9
East Texas State University	27	IIA	4	5	3	2	49.4	37.8	35.1	33.0	41.8	4	4	3	2	62.5	48.7	45.6	43.3	53.6
East Texas State U-Texarkana	27	IIB	2	3			48.0	37.3	-----	-----	42.9	2	2			61.6	49.0	-----	-----	55.6
Episcopal Theol. Sem. of SW		IIA	5				39.6	-----	-----		38.0	2				72.0	-----	-----		69.6
Galveston College		III	4	3	2	2	40.9	38.0	34.5	31.3	35.6	4	3	2	2	51.2	47.8	43.7	39.9	45.0
Hardin-Simmons University		IIA	5	5	5	5	37.8	31.1	29.5	24.0	33.0	5	5	5	5	45.7	38.0	35.7	29.7	40.0
Houston Baptist University		IIA	5	5	5	4	40.8	36.3	31.4	26.9	34.5	5	5	5	4	50.7	45.6	39.7	34.5	43.4
Howard County Jr.Coll.Dist.	81	III	4	4	3	3	40.9	35.2	32.2	27.6	30.8	4	4	4	4	49.6	43.1	39.7	34.3	37.9
Lamar University-Beaumont	93	IIA	4	5	4	3	48.2	38.2	33.4	28.0	36.1	4	5	4	4	59.1	47.5	41.7	34.8	44.7
Lamar University-Orange	27	III			5	5	-----	-----	26.2	24.9	25.9			5	4	-----	-----	34.3	32.7	33.9
Lamar Univ.-Port Arthur	27	III				5		-----	-----	25.0	25.2				4		-----	-----	33.4	33.5
LeTourneau University		IIB	4	4	3	2	40.4	34.3	31.9	28.1	34.9	3	4	2	2	52.5	43.1	42.8	34.8	44.9
Midwestern State University	27	IIA	4	3	3	4	49.1	41.8	36.2	27.3	39.9	4	3	3	3	61.3	52.8	46.3	35.9	50.5
Odessa College		III	2	3	2	1	46.5	37.4	35.5	32.7	37.9	3	3	2	2	56.8	46.1	43.8	40.6	46.7
Our Lady of the Lake Univ.		IIA	4	4	4	4	49.9	40.5	34.6	26.3	37.9	4	5	5	5	57.7	46.9	39.9	30.2	43.7
Palo Alto College		III			2	1			35.1	33.8	34.4			2	1			44.5	42.9	43.6
Prairie View A&M University	27	IIA	4	3	4	3	48.5	42.1	34.7	29.7	36.9	4	3	3	2	61.6	54.2	45.5	39.6	48.1
Rice University		I	1	1	1	3	80.9	54.8	48.1	31.6	66.3	1	1	1	3	99.2	68.2	59.3	41.4	81.6
St. Edward's University		IIB	2	3	2		46.9	38.5	33.1	-----	38.0	3	3	3		55.2	45.4	39.2	-----	44.8
St. Mary's University		IIA	1	2	2		65.2	47.4	38.3	-----	50.2	2	3	3		74.4	56.0	45.2	-----	58.5
St. Philip's College		III	3	2	1	1	45.5	41.7	37.6	33.0	37.6	3	2	1	1	57.1	52.6	47.7	42.3	47.7
Sam Houston State University	27	IIA	4	4	4	3	49.7	40.3	34.1	30.3	40.8	3	4	3	2	63.3	52.3	45.1	40.7	52.9
San Antonio College		III	2	2	1	1	46.8	42.0	37.5	32.4	41.8	3	2	2	1	58.1	52.5	47.1	41.2	52.2
Schreiner College		IIB	5	5	5	5	35.4	30.0	25.7	21.6	28.2	5	5	5	5	42.5	36.3	31.3	26.7	34.3
South Plains College		III	4	3	4	4	41.7	37.0	31.5	25.5	30.1	3	3	3	4	53.0	47.6	41.2	34.3	39.6
Southern Methodist Univ.		I	2	2	1		73.3	50.5	46.3	-----	55.0	2	2	1		91.8	63.6	57.0	-----	68.7
Southwest Texas State Univ.	29	IIA	4	4	5	5	49.5	41.0	32.8	25.0	38.5	4	4	4	4	61.9	52.1	42.6	33.5	49.2
Southwestern University		IIB	1	1	1		62.7	47.0	37.3	-----	47.8	1	1	1		76.3	58.1	46.5	-----	59.0
Stephen F.Austin State Univ.	27	IIA	4	5	4	3	47.3	37.9	33.8	28.6	38.0	4	5	4	3	58.2	47.8	43.4	37.8	48.1
Sul Ross State University	155	IIB	3	3	3	3	44.0	36.8	31.0	27.5	35.4	3	3	3	2	56.2	47.4	41.0	36.6	46.2

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
18.	82.	74.	35.		7.1	8.9	5.6	----	13	14	8	1	4	5	9	1	----	----	25.9	----	----	----	27.7	----
23.	ALL	78.	30.		3.4	3.6	5.1	----	15	18	17	3	1	5	3	6	----	----	----	----	----	----	----	----
20.	ALL	89.	18.		5.5	5.5	5.5	5.5	6	18	12	4	1	18	16	4	----	35.4	30.1	----	----	34.3	29.5	----
29.	ALL	ALL	19.		2.8	4.5	3.6	----	14	4	10	1	1	5	6	1	----	----	29.9	----	----	----	25.4	----
21.	92.	65.	34.		4.3	3.0	3.0	3.0	11	13	20	4	1	7	9	9	----	32.0	28.6	----	----	32.0	28.0	----
20.	ALL	86.			0.4	0.4	1.8	----	11	6	10	1	1	8	9	3	----	35.2	28.8	----	----	35.0	29.0	----
22.	95.	86.	28.	1.					230	141	122	20	34	53	71	51	56.4	43.1	39.3	25.7	51.9	41.1	34.6	24.5
22.	94.	77.	19.		7.0	8.7	9.5	8.8	169	111	119	21	33	56	105	55	54.7	42.8	34.2	26.3	51.7	39.9	33.0	25.2
18.	81.	69.	20.		8.4	6.8	7.6		17	6	9		4	10	6		----	33.6	29.7		----	33.2	28.1	
24.		ALL	64.						2	6	12	17	1	10	13	13	----	39.4	32.9	28.9	----	37.0	33.1	27.3
24.	ALL	98.	36.	9.	2.7	1.9	1.9	3.4	9	28	12	8	1	16	13	14	----	36.2	35.3	26.1	----	34.4	29.4	24.9
24.		94.	31.			6.0	6.0	6.0		8	19	23		9	7	17		37.4	31.1	26.6		32.9	27.5	23.7
23.		93.	30.						3	19	22	12	1	25	25	35	----	38.4	31.6	29.9	----	35.6	30.3	27.1
25.	ALL	76.			2.6	2.9	3.4	----	23	24	26	3		13	20	1	----	44.6	35.3	----		44.8	35.2	----
22.	ALL	85.	18.						10	28	18	8	3	25	33	10	----	37.6	31.4	28.7	----	35.7	30.2	27.2
21.	ALL	96.	7.		2.0	2.0	2.0	2.0	10	30	1	17	2	41	14	16	----	32.8	----	25.0	----	33.4	----	26.3
28.	76.	13.			3.1	3.1	3.1	----	30	16	7	1	4	16	12	4	----	25.9	25.5	----	----	26.3	24.5	----
21.	ALL	94.	39.	3.	6.5	8.2	8.3	15.1	16	35	21	18	7	19	23	19	44.8	36.2	32.1	33.2	44.5	35.9	29.0	26.6
26.	93.	77.	49.	32.					88	49	35	7	23	29	36	21	48.3	42.4	33.4	31.3	45.5	40.9	32.6	28.9
24.	ALL	95.	32.	38.	8.3	8.0	7.8	8.0	133	78	58	14	13	20	42	18	55.3	42.9	35.2	23.6	48.2	40.4	33.7	25.4
19.	ALL		7.		4.3	4.3	5.3		5	4	9		1	3	5		----	----	----		----	----	----	
25.	78.	45.	2.						14	14	29	7	4	8	23	13	----	36.5	32.0	27.3	----	35.4	31.5	28.1
31.	96.	90.	6.		7.7	8.3	7.0	----	51	15	12	2	2	5	6	4	----	----	34.5	----	----	----	35.2	----
26.	98.	84.	12.	6.	8.0	10.2	9.1	8.3	484	237	118	25	51	88	84	40	60.7	45.9	41.7	27.7	52.6	44.0	38.0	26.1
26.	ALL	87.	8.		8.0	9.1	8.0	9.2	95	36	45	2	18	24	34	9	50.2	41.5	37.3	----	45.2	42.6	35.4	----
25.	96.	73.	10.		9.0	10.8	14.3	13.1	46	33	18	1	7	27	22	10	61.5	48.8	41.5	----	54.3	42.9	39.3	----
28.	97.	74.	17.		10.4	9.0	8.4	11.6	87	37	26	8	16	20	22	9	47.5	42.3	34.5	27.5	46.1	38.2	32.8	27.0
26.	98.	92.	6.		6.0	8.5	9.8	----	75	52	37		6	8	10	2	55.9	45.8	40.8		56.0	49.6	42.7	----
23.	98.	87.			4.1	4.6	5.0	5.9	258	124	103	5	31	36	74	4	81.9	53.6	44.9	----	70.3	47.5	40.8	----
19.	ALL	92.	19.		8.8	8.3	10.7	11.0	8	33	3	13	4	19	13	14	----	37.5	----	26.1	----	35.8	----	25.1
23.	ALL	79.	3.						13	28	18	6	5	25	12	14	----	38.5	30.2	26.4	----	36.8	29.9	26.1
31.	96.	64.	31.		4.9	5.0	5.0	5.1	62	38	26	5	6	4	10	9	42.7	----	35.6	----	39.3	----	29.4	----
22.					----	2.0	----		2	4	1		4	2	1		----	----	----		----	----	----	
30.	97.	85.	30.		0.1	1.4	0.4	0.8	62	17	20	12	6	10	20	33	48.6	42.0	37.9	28.0	47.0	43.4	35.9	27.6
24.	ALL	ALL			0.1	0.3	2.0	----	31	17	17	3	6	3	6	1	51.8	----	31.8	----	45.6	----	32.4	----
28.	96.	79.	13.	14.	5.1	5.8	5.7	5.9	197	91	53	4	29	40	50	3	62.9	49.1	41.5	----	55.1	43.5	37.7	----
16.	ALL		63.						22	4	5	3	3	1	3	6	----	----	----	----	----	----	----	----
20.	ALL	ALL		9.					18	8		16	10	8		17	46.0	41.9		34.3	44.3	40.8		34.8
25.	ALL	ALL	67.	2.	3.5	6.4	5.4	6.2	54	27	41	21	30	26	28	35	45.5	39.0	34.8	29.6	45.4	39.3	34.2	29.1
24.	63.	11.	6.		6.1	4.9	4.3	----	15	6	11	8	4	3	6	2	----	----	30.4	----	----	----	36.3	----
28.	95.	70.	26.	8.	9.6	8.5	8.5	9.7	97	41	32	8	10	25	26	5	49.5	39.0	35.2	----	48.5	35.8	34.9	----
30.	ALL	ALL							18	2	1	1	2	4	1	3	----	----	----	----	----	----	----	----
83.	ALL								6	2				1	1		----	----				----	----	
26.	85.	82.	57.	9.					11	5	7	1	2	6	7	10	----	----	34.8	----	----	----	34.2	----
21.	ALL	91.	40.						32	8	16	4	7	3	9	5	38.5	----	29.8	----	34.8	----	28.9	----
26.					8.1	5.8	4.3	4.8	25	12	15	5	9	7	28	10	41.7	37.5	32.7	----	38.3	34.2	30.7	----
23.	73.	9.			0.0	0.0	0.0	0.0	5	3	9	23	6	8	17	19	----	----	31.9	27.2	----	----	32.4	28.0
24.	98.	89.	38.	44.	3.4	3.5	3.3	6.4	73	61	54	28	9	20	37	36	48.5	38.4	34.2	29.0	45.8	37.6	32.1	27.3
31.			50.	19.	----	----	1.7	5.2	1		5	4	1	1	7	17	----		----	----	----	----	----	----
33.				30.		----	----	3.0		1	1	13		1	2	31		----	----	23.5		----	----	25.6
29.	73.	83.	55.		3.1	3.1	3.4	----	15	15	10	6		3	1		----	----	----	----		----	----	
27.	90.	76.	20.						40	34	26	5	2	11	28	15	----	41.4	36.3	----	----	42.8	36.1	----
23.	56.	14.	3.		2.8	2.8	2.8	2.8	22	18	19	16	10	18	17	17	47.2	37.6	33.9	32.2	45.0	37.2	37.3	33.2
16.	79.	28.	7.		9.6	5.2	8.9	5.4	17	15	13	7	7	10	17	14	50.2	42.0	35.9	26.3	49.1	38.1	33.7	26.3
27.			66.	13.							19	18			19	12			36.3	34.0			33.9	33.6
30.	94.	81.	20.		2.4	2.6	4.8	5.5	28	38	42	51	6	20	22	22	48.1	44.0	35.1	31.2	50.4	38.5	34.0	26.3
25.	ALL	94.			4.7	5.2	5.5	4.1	199	75	63	6	25	14	28	2	82.1	55.5	50.3	----	71.2	51.4	43.1	----
18.	67.	40.			4.0	4.0	4.0	----	11	26	18		1	19	6	2	----	39.4	32.9		----	37.4	33.5	----
16.	88.	33.							47	42	33	3	11	15	16	2	66.5	47.9	39.6	----	59.4	45.9	35.7	----
27.	ALL	ALL	81.	41.					9	22	30	40	8	20	17	26	46.5	43.3	37.6	34.2	44.3	39.9	37.5	31.1
30.	97.	90.	27.	60.	3.1	3.8	3.6	3.0	128	49	65	5	19	14	51	5	49.9	40.5	35.3	----	48.1	39.3	32.5	----
25.	ALL	ALL	74.	13.					114	62	46	37	71	39	23	32	47.9	42.9	38.4	32.3	45.0	40.7	35.5	32.6
21.	83.				0.0	2.9	2.5	----	10	6	4	3	2	2	4	9	----	----	----	----	----	----	----	----
32.	95.	95.	79.	7.					15	15	39	53	6	5	46	54	42.2	----	32.0	25.1	40.4	----	31.0	25.9
25.	95.	92.	6.		4.2	4.1	4.2	----	147	117	91	2	11	37	44	3	74.3	50.9	48.2	----	60.0	49.2	42.4	----
28.	99.	88.	13.	8.	5.8	5.9	6.0	5.7	178	84	109	26	31	51	95	27	49.6	41.8	32.7	25.6	48.6	39.8	32.9	24.4
23.	95.	94.	4.		2.9	4.4	4.9	----	16	24	14	1	6	9	11	2	64.1	48.3	36.7	----	58.7	43.5	38.1	----
26.	ALL	92.	31.	3.	4.0	4.2	4.9	4.1	119	61	67	13	19	13	47	24	47.3	38.1	33.7	28.5	47.0	36.8	33.8	28.7
30.	91.	67.	21.	13.					31	11	19	4	3	4	5	4	----	----	----	----	----	----	----	----

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR AO AI IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR AO AI IN AR	(4) RATING OF AVERAGE COMP. PR AO AI IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR AO AI IN AR
T E X A S (CONTD)						
Tarleton State University	29	IIA	5 4 4 4	44.6 39.9 34.7 27.2 35.4	4 4 3 3	57.0 51.6 45.5 36.7 46.2
Tarrant County Junior Coll.		III	3 2 1 1	43.3 42.3 39.3 33.9 39.8	3 2 1 1	53.3 52.1 48.6 42.3 49.2
Texas A&M Internat'l Univ.	160	IIB	3 1 1	44.5 43.2 38.0 ----- 40.4	3 1 1	57.0 55.4 49.4 ----- 52.2
Texas A & M University-Main	29	I	3 4 4	64.5 46.0 39.4 ----- 50.5	3 3 3	79.8 58.7 50.9 ----- 63.7
Texas A&M U.-Corpus Christi	162	IIA	4 4 4	47.5 39.6 33.4 ----- 40.0	4 4 4	60.4 51.3 44.0 ----- 51.7
Texas A&M Univ.at Galveston	29	IIB	1 3 1	57.0 36.8 37.6 39.3	1 3 1	71.4 47.5 48.2 50.3
Texas A&M Univ.-Kingsville	29	IIA	4 4 4 5	46.7 39.3 34.8 22.1 38.6	4 4 3 5	58.9 50.2 45.0 29.8 49.4
Texas Christian University		I	3 3 2 2	65.4 47.7 42.3 35.2 51.1	3 3 3 3	81.1 59.9 51.8 41.6 63.2
Texas Lutheran College		IIB	3 3 3 4	45.8 37.0 31.3 25.4 36.5	3 3 3 4	56.4 45.6 38.6 30.9 44.9
Texas Southern University	27	I	5 4 5 4	55.1 45.5 36.6 27.5 42.3	5 4 5 4	68.4 57.3 46.9 36.4 53.5
Texas Tech University	29	I	4 5 5 5	61.0 42.9 36.3 24.9 46.8	4 4 4 5	76.2 55.0 47.2 32.7 59.5
Texas Wesleyan University		IIB	3 1* 4 3	45.6 53.6 29.8 27.4 43.9	3 1* 4 3	57.0 65.6 37.0 34.1 54.4
Texas Woman's University	163	I	5 5 5 3	49.9 40.1 34.2 31.5 39.6	5 5 5 3	62.3 50.7 43.8 40.6 50.1
Trinity University		IIA	1 2 2	69.6 47.7 38.9 ----- 54.8	1 2 2	86.0 61.0 49.7 ----- 68.6
University of Central Texas		IIB	4 5	----- 32.1 27.9 ----- 30.2	5 4	----- 39.2 35.0 ----- 36.8
University of Dallas		IIA	4 3 3	47.4 43.2 36.4 ----- 39.5	4 3 3	57.8 55.0 44.6 ----- 48.9
University of Houston	29	I	3 4 4 3	68.1 46.2 39.8 31.0 52.0	3 3 3 3	83.6 58.5 51.0 40.7 65.1
Univ. of Houston-Clear Lake	27	IIA	2 2 1	55.8 47.9 40.9 ----- 46.7	2 2 1	69.6 60.5 52.0 ----- 59.0
Univ. of Houston-Downtown	29	IIB	2 2 2	50.3 40.4 33.6 ----- 36.5	2 2 2	62.8 50.7 42.9 ----- 46.3
Univ. of Houston-Victoria	27	IIB	3 3	----- 38.9 31.9 ----- 35.5	2 2	----- 49.8 41.1 ----- 45.6
University of North Texas	27	I	5 4 4	55.1 44.3 38.2 ----- 44.8	5 4 4	67.4 55.0 47.9 ----- 55.5
Univ. of Texas at Austin	27	I	2 3 2 3	73.2 47.6 43.2 32.5 57.7	2 3 2 2	88.8 59.9 54.8 42.4 71.3
Univ.of Texas at Brownsville	186	IIB	3 2 2 1	44.3 39.2 34.6 31.6 36.1	3 2 2 1	54.9 49.0 43.7 40.3 45.4
Univ. of Texas at Arlington	27	I	4 4 4	58.1 43.8 39.5 45.5	4 4 3	72.4 55.7 50.6 57.7
Univ. of Texas at Dallas	27	I	3 2 1	66.1 50.5 45.1 ----- 55.7	3 2 1	81.0 63.4 57.1 ----- 69.2
Univ. of Texas at El Paso	27	IIA	3 3 3 3	52.2 41.7 36.5 30.3 40.4	3 3 2 2	67.9 55.2 48.8 41.3 53.5
Univ. of Texas-Pan Amer.Univ	27	IIA	3 3 4 4	50.3 42.6 34.3 27.2 36.7	4 3 4 3	62.5 53.6 43.9 35.6 46.7
Univ. of Texas -Permian Bsn.	27	IIB	3 2 2 1*	45.7 39.3 34.8 34.0 38.4	3 2 2 1*	57.6 50.1 44.9 43.9 49.1
Univ. of Texas -San Antonio	27	IIA	2 3 2 1*	54.6 44.1 37.9 44.9 42.9	3 2 2 1*	68.5 56.2 48.9 57.2 54.8
Univ. of Texas at Tyler	29	IIA	3 3 3	52.2 42.1 35.9 40.9	3 3 2	66.6 54.8 49.6 53.8
Wayland Baptist Univ.	194	IIB	3 5 5 4	43.3 27.8 25.2 24.1 31.1	4 5 4 4	50.2 33.8 36.2 30.8 38.7
West Texas A&M University	27	IIA	4 5 5 5	46.7 35.8 32.6 22.8 34.0	4 5 4 5	58.3 45.7 41.9 30.4 43.5
Western Texas College		III	5 4 4 4	37.5 34.0 30.8 25.7 31.8	5 5 5 5	41.5 39.4 35.5 30.3 36.5
U T A H						
Brigham Young University		I	3 2 2 2	66.1 50.4 43.1 36.4 54.3	2 2 1 1	85.1 66.8 57.7 49.2 71.1
Salt Lake Community College	140	III	5 4 4 3	37.6 33.7 30.6 27.9 31.2	4 3 3 2	51.2 46.2 42.5 39.1 43.2
Snow College		III	4 3 4 5	42.0 36.7 31.0 24.3 31.7	3 2 2 3	57.5 51.3 43.9 35.7 44.8
Southern Utah University	149	IIB	4 4 4 4	42.1 34.9 29.0 23.9 33.5	3 3 2 2	54.6 47.3 41.3 36.1 45.9
University of Utah		I	4 5 4 3	61.5 43.2 38.3 28.8 49.8	3 4 3 3	79.2 57.4 51.4 39.8 65.2
Utah State University	3	I	5 5 5 3	51.8 40.3 36.4 30.1 42.0	5 4 4 2	68.8 54.6 49.7 42.2 56.7
Utah Valley State College	190	III	5 5 3 2	34.7 33.0 33.0 29.8 32.4	4 3 2 1	48.4 46.5 45.6 42.3 45.4
Weber State University		IIB	2 3 2 3	48.3 38.8 34.1 26.6 38.9	2 2 1 2	63.3 52.2 45.8 36.6 51.8
Westminster Coll. Slt.Lke.Cy		IIB	3 3 3	44.5 36.7 32.5 ----- 35.9	3 3 3	57.8 45.9 39.9 ----- 44.8
V E R M O N T						
Bennington College		IIB				44.9
Castleton State College		IIB	3 4 4	43.2 35.5 30.2 ----- 35.5	3 3 3	58.0 48.4 41.0 ----- 48.0
Champlain College		III	4 3 4	40.6 36.6 31.6 ----- 36.1	4 3 3	52.2 47.4 41.7 ----- 46.8
Green Mountain College		IIB	4 4 3	41.6 35.5 30.9 ----- 34.2	4 3 3	51.8 44.8 39.0 ----- 43.0
Johnson State College		IIB	3 4 4	42.3 34.9 30.3 ----- 34.2	3 3 2	55.0 47.8 42.9 ----- 46.9
Lyndon State College		IIB	3 3 4	43.3 36.6 29.3 36.6	2 2 2	58.4 50.1 41.1 50.0
Middlebury College		IIB	1* 1 1 1*	67.8 46.9 39.8 35.5 51.2	1* 1 1 1	87.8 59.9 49.3 42.5 65.1
Norwich University	123	IIA	5 5 5	42.3 35.6 29.7 ----- 37.1	5 5 5	54.5 46.8 39.4 ----- 48.4
Saint Michael's College		IIB	2 2 2	50.1 41.4 34.4 40.4	1 1 1	67.5 54.8 45.7 54.0
Trinity College of Vermont		IIB	5 4 4	36.4 34.0 29.9 ----- 32.5	5 4 4	43.2 40.7 36.5 ----- 39.2
University of Vermont		I	4 4 5	60.6 45.0 37.0 45.8	4 3 4	77.0 58.6 48.6 59.2
Vermont Technical College		III	4 4 5	41.0 33.8 28.9 ----- 33.6	3 3 3	56.3 46.1 40.8 ----- 46.4
V I R G I N I A						
Averett College		IIB	4 5 5	37.2 31.9 28.1 ----- 32.8	4 4 5	45.4 39.5 34.2 ----- 40.0
Blue Ridge Community College	25	III	4 3 3 3	40.1 38.4 31.7 28.2 34.5	4 3 4 3	50.1 48.1 40.3 36.2 43.6
Bridgewater College		IIB	3 3 2	45.0 39.0 33.2 ----- 38.3	3 3 2	56.3 48.3 41.7 ----- 47.9
Central Virginia Comm. Coll.	25	III	3 3 3	43.1 38.5 33.0 ----- 37.4	3 3 3	53.7 48.3 41.8 ----- 47.0
Christendom College		IIB	5	----- ----- 27.9 32.0	5	----- ----- 33.6 39.6
Christopher Newport Univ.	25	IIB	2 1 1 2	50.9 44.2 36.3 29.1 41.2	2 1 1 2	63.2 55.3 45.8 35.7 51.5
College of William and Mary	25	I	3 2 4 4	67.9 49.9 38.2 27.7 52.5	3 3 4 4	82.7 62.1 48.4 36.0 65.0
CWM-Richard Bland College	25	III	3 3	42.8 36.7 ----- ----- 37.6	3 4	53.7 45.1 ----- ----- 46.5
Commonwealth Coll.-Va.Beach		III		----- ----- ----- ----- 23.9		----- ----- ----- ----- 28.3

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
31.	95.	88.	23.	2.	1.1	3.4	3.0	4.0	37	38	35	25	5	10	13	37	----	40.6	35.3	27.4	----	37.4	33.3	27.1
24.	19.	22.	42.	ALL					44	83	59	50	24	85	71	50	44.7	44.0	40.0	34.4	40.8	40.5	38.7	33.3
29.	ALL	56.	22.		3.2	5.3	4.9	----	8	14	13	1	2	2	5	3	----	----	----	----	----	----	----	----
26.	99.	94.	3.		0.4	1.5	2.5	----	626	362	229	2	26	62	76		64.8	46.7	40.0	----	55.7	41.7	37.6	
29.	96.	66.	4.		8.4	8.7	9.2	----	37	29	24	1	12	15	21	3	47.9	41.0	33.5	----	46.0	37.0	33.4	----
28.	ALL	ALL	13.		0.0	0.0	0.0		15	15	7				1		----	----	----				----	
28.	99.	75.	24.	25.					64	39	31	6	8	12	10	6	46.6	40.2	35.5	22.1	47.3	36.5	32.7	22.0
24.	91.	96.	13.		3.9	4.2	4.8	4.3	92	75	52	1	15	34	47	8	66.8	48.9	43.2	----	57.0	45.1	41.4	----
23.	95.	92.	40.		4.3	5.0	4.6	----	18	7	12	4	2	6	8	4	----	36.9	32.7	----	----	37.0	29.3	----
27.	99.	89.	38.	8.					65	52	55	26	18	30	49	24	56.0	45.1	38.3	28.6	52.0	46.3	34.6	26.4
27.	ALL	95.	7.		8.1	9.7	9.1	8.5	245	168	145	6	25	48	75	8	61.6	43.7	36.8	27.1	54.7	40.1	35.3	23.3
24.	95.	30.	13.		7.2	10.0	11.7	12.5	31	26	9	5	11	4	6	4	45.6	----	28.3	----	45.6	----	32.1	----
27.	ALL	72.	19.	5.	3.1	3.9	4.5	3.5	40	35	19		53	72	82	40	51.6	41.9	34.2		48.7	39.2	34.2	----
25.	99.	ALL	5.		4.1	4.6	4.4		82	45	40	2	13	16	17	1	71.6	48.7	38.6	----	57.3	44.8	39.4	----
22.					----	5.0	5.0	----		4	7	1	2	3	1	1		----	----	----	----	----	----	----
24.	96.	91.	16.		2.8	2.9	3.0		19	29	20	1	4	6	5		----	44.3	----	----	----	37.9	----	
25.	96.	90.	3.	13.					308	227	142	14	33	61	96	10	69.1	47.5	40.7	31.7	58.6	41.4	38.6	30.1
26.	ALL	ALL			3.9	4.6	3.0	----	36	46	20	1	12	19	25	3	57.1	48.9	43.5	----	51.6	45.4	38.8	----
27.	ALL	96.	16.		0.3	1.2	1.8	----	18	30	30		2	23	14	1	----	41.6	35.1		----	38.8	30.4	----
28.		73.							4	8	6		1	3	5	2	----	----	----		----	----	----	----
24.	98.	94.	9.		0.4	0.5	0.0	----	219	165	141	3	30	38	93	2	55.5	45.3	38.9	----	52.7	39.8	37.1	----
23.	ALL	ALL			3.8	4.7	4.4	2.3	892	315	287	23	105	124	193	7	74.3	48.3	45.0	31.0	63.6	45.9	40.7	37.6
26.	ALL	76.	73.	32.					12	31	51	12	4	15	48	13	----	39.3	35.3	32.4	----	39.1	33.8	30.8
27.	ALL	ALL	9.						167	177	91		18	47	46		58.6	44.4	41.7		53.7	41.7	35.1	
24.	ALL	97.			6.3	7.2	7.1	----	86	50	45	1	3	8	14		----	51.6	46.2	----	----	44.0	41.7	
33.	99.	89.	15.		0.3	0.6	0.4	----	92	93	98	4	9	29	44	6	52.6	42.5	37.3	----	48.0	39.3	34.8	----
27.	87.	89.	33.						53	70	64	59	10	15	45	54	50.5	42.7	35.3	26.9	49.1	42.3	32.9	27.4
28.	ALL	67.							19	15	17	3	2	3	9	3	----	----	35.5	----	----	----	33.6	----
28.	97.	97.			7.3	7.8	7.5		50	100	63	4	11	20	45	2	55.3	44.4	38.1	----	51.4	42.8	37.7	----
32.	97.	95.	4.						33	23	10		6	14	14		52.4	42.0	35.7		50.9	42.1	36.0	
24.					4.0	4.2	3.4	4.6	11	8	9	9	7	11	6	1	47.6	29.4	25.9	----	36.7	26.6	24.1	----
28.	98.	74.	33.	3.					59	29	28	18	6	6	30	40	47.1	35.8	33.1	20.8	42.4	36.1	32.2	23.7
15.					3.4	4.1	2.1	1.3	7	9	12	7	3	3	3	4	----	----	----	----	----	----	----	----
31.	97.	82.	18.						548	304	220	24	29	78	84	25	66.7	51.9	44.8	37.4	55.7	44.8	38.6	35.5
38.	76.	65.	17.	9.	5.2	5.5	5.8	4.3	28	28	41	61	13	32	30	52	38.3	33.9	31.0	28.5	36.3	33.6	29.9	27.2
41.	ALL	92.	32.						13	11	15	15	2	1	10	2	----	----	32.8	----	----	----	28.4	----
37.	ALL	77.	7.						31	38	38	4	2	10	17	7	----	35.5	29.0	----	----	32.8	29.1	----
31.	97.	83.	6.		4.2	3.8	3.9	4.2	346	151	117	5	42	80	99	20	62.7	44.1	40.6	----	51.5	41.6	35.5	----
35.	99.	93.	4.		4.7	5.2	5.0	4.8	190	127	106	10	9	38	52	10	52.0	41.3	37.8	31.2	48.6	37.0	33.4	29.0
40.	98.	93.	10.		1.8	2.6	3.7	4.8	36	33	40	39	8	13	20	22	34.7	33.2	33.3	30.7	34.9	32.3	32.4	28.2
33.	98.	56.	14.		4.3	4.6	4.7	4.1	135	73	61	18	25	24	63	43	49.0	39.6	35.9	28.6	44.3	36.5	32.3	25.8
25.					7.9	7.9	8.1	----	11	12	16	2	4	13	19	2	----	38.0	33.9	----	----	35.6	31.4	----
20.																								
35.	ALL	78.	15.		2.5	2.5	3.0	----	21	21	18	1	5	6	16	2	----	35.8	30.5	----	----	34.4	29.9	----
30.					2.7	3.0	3.6	----	11	6	7		7	5	11	2	39.8	----	33.4		42.0	----	30.5	----
25.					6.8	8.4	6.3	----	8	9	5	1	1	2	5	4	----	----	----	----	----	----	----	----
37.	ALL	95.	3.		1.9	1.8	3.1	----	10	19	13	2	4	2	16		----	----	30.6	----	----	----	30.0	
37.	ALL	91.	6.						17	17	10		1	5	7		----	----	29.4		----	----	29.2	
27.	99.	ALL			4.1	4.4	4.3	5.1	61	24	30	5	7	9	26	9	68.7	47.3	40.1	----	60.3	45.6	39.5	----
30.	ALL	90.							48	37	22	1	14	14	10		42.9	36.8	30.6	----	40.3	32.4	27.7	
34.	ALL	97.	28.		3.0	3.0	3.0		29	28	27		4	10	19		----	42.1	34.6		----	39.5	34.2	
20.									5	10	5		1	10	6	1	----	36.4	----		----	31.7	----	----
29.	ALL	99.	4.		0.1	0.1	0.2	----	156	123	63		19	51	52		61.3	46.3	38.7		55.2	42.0	35.0	
38.	ALL	83.	5.		2.6	3.0	4.2	----	12	18	11		1	5	8	1	----	----	30.3		----	----	27.1	----
22.	89.	67.	18.		8.5	8.9	9.0	----	15	9	7	2	4	6	4	1	----	32.6	----	----	----	30.8	----	----
26.	17.	17.	7.						5	7	7	2	1	5	8	4	----	----	32.7	----	----	----	30.8	----
25.	ALL	80.	52.		5.1	4.7	5.4	----	19	13	15	3	3	2	6	1	----	----	33.2	----	----	----	33.1	----
26.	25.	17.							10	18	7	1	2	11	11	1	----	39.4	35.2	----	----	37.1	31.5	----
24.									1	4	6			1	1		----	----	----			----	----	
25.	ALL	68.	12.		2.0	2.5	2.6	4.6	33	35	38	4	6	9	30	11	50.9	45.0	37.1	----	51.4	41.1	35.3	----
24.	98.	83.	5.		4.3	5.0	5.4	3.9	170	104	60	7	15	28	63	23	67.8	49.8	38.6	29.9	68.6	50.2	37.9	27.0
24.	ALL	ALL			3.6	3.9	----	----	7	12		1	2	7	2	1	----	35.9		----	----	38.1	----	----
19.									1	1	1	2		1		2	----	----	----	----		----		----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
V I R G I N I A (CONTD)																				
Commonwealth Coll.-Norfolk		III																		
Commonwealth Coll.-Richmond		III									22.0									25.7
Commonwealth Coll.-Hampton		III									24.4									28.3
Dabney S.Lancaster Comm.Coll	25	III		2	2	3		41.3	33.6	28.2	35.4		3	3	3		49.1	41.6	36.3	43.8
Danville Community College	25	III	4	4	3	3	40.8	35.4	33.1	28.7	34.7	4	4	3	3	51.0	44.6	42.0	36.8	43.8
Eastern Mennonite Coll.&Sem.		IIB	4	4	4	4	38.7	33.5	28.6	25.1	32.5	4	4	4	4	48.0	41.1	35.5	31.2	40.2
Eastern Shore Comm. College	25	III			4				30.2		30.5			4				38.6		38.9
Emory and Henry College		IIB	3	3	4		44.0	35.8	29.6		36.3	3	4	4		53.1	43.9	35.1		43.8
Ferrum College		IIB	4	4	4		41.5	34.2	29.9		35.3	4	4	4		50.8	41.7	36.2		43.1
George Mason University	25	I	1	2	2	1	75.3	52.4	44.5	37.9	56.8	2	2	2	1	90.9	65.0	55.0	46.9	69.6
Germanna Community College	25	III		4	2	4		35.1	33.9	26.9	34.5		4	3	4		44.3	42.9	34.6	43.6
Hampden-Sydney College		IIB	1	2	2		52.9	39.7	33.8		41.7	2	3	2		63.1	48.1	41.9		50.2
Hampton University		IIA	4	5	5	5	49.4	37.7	32.3	25.5	35.9	5	5	5	5	56.8	44.0	37.4	28.7	41.5
Hollins College		IIB	2	2	3		49.8	39.8	30.6		38.8	2	2	4		60.9	51.2	37.4		48.4
Institute of Textile Tech.		III	1*		1*	1*	63.5		44.3	38.0	48.8	1		1	1	74.4		52.8	45.7	58.0
James Madison University	25	IIA	3	2	3	3	52.1	44.7	36.6	28.5	44.1	3	3	3	3	64.7	56.0	46.6	37.1	55.3
J. Sargeant Reynolds Comm.C.	90	III	3	3	3	3	42.9	38.3	33.3	28.0	36.0	3	3	3	3	53.4	48.0	42.2	36.0	45.4
John Tyler Community College	91	III	4	4	3	2	40.4	35.7	32.7	29.7	34.2	4	4	3	3	51.1	44.9	41.3	37.4	43.1
Liberty University		IIA	5	5	5	5	40.1	34.1	27.9	23.0	32.7	5	5	5	5	45.8	38.9	32.2	27.0	37.5
Longwood College	25	IIB	2	2	2	2	48.7	42.0	33.6	30.0	39.3	2	2	2	2	61.1	52.9	43.1	37.4	49.7
Lord Fairfax Community Coll.	25	III		4	4			34.3	30.0		32.6		4	4			43.3	38.3		41.3
Lynchburg College		IIA	4	4	5		46.5	39.2	31.7		39.5	5	4	5		56.7	48.4	39.6		48.6
Mary Baldwin College		IIB	3	3	3		45.7	37.0	31.1		36.2	3	3	4		55.1	45.7	38.0		44.3
Mary Washington College	25	IIB	2	2	3		47.5	39.7	32.5		40.1	2	2	2		60.2	50.7	42.1		51.3
Marymount University		IIA	3	3	3		52.4	41.8	36.9		44.8	4	4	4		61.6	49.3	43.4		52.8
Mountain Empire Comm.College	25	III	4	3	3	3	39.3	36.3	32.6	27.8	33.8	4	4	3	3	49.3	45.7	41.4	35.8	42.8
New River Community College	25	III	3	2	3	2	45.8	40.6	33.1	29.1	34.8	3	2	3	3	57.9	51.5	42.4	37.5	44.4
Norfolk State University	25	IIA	4	3	3	4	49.2	42.9	35.5	27.5	40.6	4	3	3	3	61.8	54.5	45.6	36.3	51.6
Northern Virginia Comm.Coll.	25	III	3	2	2	2	44.1	39.5	34.5	30.3	37.9	3	3	3	2	54.8	49.5	43.5	38.7	47.6
Old Dominion University	25	I	4	4	5	3	59.5	45.1	37.0	29.9	44.6	4	4	5	3	73.1	56.4	46.8	38.3	55.7
Patrick Henry Comm. College	25	III		4	2	4		35.8	33.6	26.5	33.0		4	3	4		45.1	42.5	34.2	41.9
Paul D. Camp Comm. College	25	III		3	3			36.4	32.3		34.6		4	3			45.8	41.0		43.7
Piedmont Virginia Comm.Coll.	25	III	4	3	4		40.5	36.2	31.0		34.8	4	4	4		50.6	45.5	39.5		43.9
Presb.Sch. of Christian Educ		IIA	5				44.9				42.5	5				56.2				53.4
Prost.Ep.Theol.Sem. in Va.		IIA	5				35.0				31.3	2				75.6				69.0
Radford University	25	IIA	4	4	3	4	49.9	39.3	35.4	27.1	40.7	4	4	4	4	61.3	48.8	44.3	34.5	50.5
Randolph-Macon College		IIB	2	2	3	3	52.2	39.5	31.3	27.4	39.9	2	3	3	3	63.2	48.4	38.5	33.8	48.8
Randolph-Macon Woman's Coll.		IIB	2	2	2		49.5	41.1	33.7		40.9	2	2	2		62.3	51.2	42.4		51.2
Rappahannock Community Coll.	25	III		2	3	3		39.7	31.9	27.4	33.7		3	4	3		49.7	40.6	35.3	42.6
Roanoke College		IIB	2	2	2		49.4	40.8	33.8		41.2	2	2	2		62.4	52.3	42.2		52.2
Saint Paul's College		IIB	5	5	5	4	31.9	30.9	27.5	25.3	29.0	5	5	5	4	39.9	36.8	34.1	31.7	35.7
Shenandoah University		IIB	3	3	3	2	46.3	38.7	33.0	29.3	39.2	3	3	3	2	55.4	46.4	39.4	35.2	46.9
Southside Virginia Comm.Coll	25	III		4	3	4		34.1	32.3	25.6	31.5		4	3	4		43.1	41.0	33.1	40.1
Southwest Virginia Comm.Coll	25	III	4	3	2	2	41.3	39.0	33.9	29.2	35.1	4	3	3	3	51.6	48.9	42.9	37.4	44.3
Sweet Briar College		IIB	1	2	1		54.0	40.9	35.6		45.2	2	2	2		65.7	49.3	41.2		54.5
Thomas Nelson Comm. College	25	III	3	3	3	3	43.4	36.2	32.7	27.6	34.6	3	3	3	3	54.8	46.8	42.2	36.3	44.7
Tidewater Community College	25	III	4	3	4	3	40.0	36.5	31.6	27.6	34.3	4	4	4	3	50.0	45.9	40.2	35.5	43.4
University of Richmond		IIA	1*	1*	1		71.1	55.0	41.8		56.5	1	1	2		88.3	68.6	51.2		70.0
University of Virginia	25	I	1	2	2	3	77.7	51.7	43.0	31.1	61.0	1	2	2	3	95.3	65.3	54.5	39.1	75.7
U. Va.,Clinch Valley Coll.of	25	IIB	3	4	3		44.5	35.2	31.3		35.0	3	4	3		55.2	44.2	39.7		44.0
Virginia Commonwealth Univ.	25	I	4	3	3	3	61.0	49.2	40.4	31.1	49.1	4	3	3	3	75.3	61.1	50.1	38.6	60.9
Virginia Highlands Comm.Coll	25	III	5	4	3	3	37.8	35.8	32.1	28.1	34.3	5	4	3	3	47.4	45.1	40.8	36.1	43.4
Virginia Intermont College		IIB	5	5	5		33.2	31.8	27.9		30.7	5	5	5		39.2	37.3	33.3		36.3
Virginia Military Institute	25	IIB	1	1	1		53.2	44.6	36.4		46.7	1	1	1		66.8	57.3	46.5		59.0
Virginia Poly.Inst.&St.Univ.	25	I	3	4	3	5	65.5	46.7	40.4	25.8	51.9	3	3	3	5	80.2	58.2	50.6	33.1	64.1
Virginia State University	25	IIA	5	4	2	2	45.3	41.6	37.5	30.9	39.8	5	4	3	3	55.4	51.0	46.2	38.5	48.9
Virginia Union University		IIB	4	4	5	5	40.1	35.1	26.4	20.9	28.3	4	4	5	5	45.9	40.4	30.2	28.2	32.4
Virginia Wesleyan College		IIB	1	1	1	1*	52.7	43.2	35.6	36.7	43.6	2	2	2	1*	64.3	53.4	44.7	46.0	53.8
Virginia Western Comm. Coll.	25	III	3	3	2	3	42.4	38.3	34.5	28.4	36.8	4	3	3	3	52.9	48.0	43.6	36.4	46.3
Washington & Lee University	193	IIB	1*	1	1		68.5	48.7	39.7		59.2	1*	1	1		84.2	60.5	48.0		72.8
Wytheville Community College	25	III	4	4	4	4	41.5	36.0	30.6	25.7	33.7	4	4	4	4	51.9	45.4	39.0	33.2	42.6
W A S H I N G T O N																				
Central Washington Univ.		IIA	4	5	5		48.3	35.5	29.2		40.1	4	5	5		59.6	44.7	37.4		50.1
City University		IIB									31.3									38.5
Cornish Coll.of the Arts		IIB									20.2									24.2
Eastern Washington Univ.	3	IIA	4	4	3	5	48.0	40.6	35.2	20.4	42.5	4	4	3	5	60.1	51.4	45.1	27.8	53.7
Evergreen State College		IIB									43.0									54.1
Gonzaga University		IIA	1	3	4	3	61.6	42.8	34.5	29.0	42.0	2	3	4	3	74.1	52.7	43.2	36.4	51.8
Heritage College		IIB		3	3	4		35.9	31.9	25.0	32.2		4	3	4		43.7	39.2	31.3	39.5
Northwest C. Assemblies God		IIB	4	5	4	4	37.8	31.7	28.6	25.9	30.8	4	5	4	4	45.5	39.4	35.7	31.3	37.9

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
...												2				1	1				----			----	----
17.									2			1		1		2	2	----			----		----	----	----
16.										1		3				1	2		----		----		----	----	----
24.									3	9	7	5	1	1	10	5	----	----	36.2	----	----	----	31.7	----
26.	67.	22.	5.						9	15	11	4		3	10	2	----	----	33.9	----		----	32.3	----
24.	96.	62.	47.		5.0	3.0	6.7	4.3	24	10	7	6	2	3	8	7	----	----	29.2	24.7	----	----	28.1	25.4
27.										2	5	3			4	1		----	----	----			----	----
21.	94.	89.	14.		7.5	5.2	5.0	----	16	13	10	2	2	6	4	1	----	36.3	----	----	----	34.9	----	----
22.	ALL	ALL	31.		7.3	7.5	6.8	----	22	12	8		5	9	8	5	----	34.0	31.1		----	34.5	28.7	----
22.	87.	79.	7.	2.					166	184	91	20	44	82	65	23	78.4	53.7	48.3	39.9	63.9	49.7	39.3	36.2
26.									3	11	2	2	2	10	4	5	----	36.1	----	----	----	34.0	----	----
21.	96.	93.			3.6	0.3	4.7		27	23	12		1	5	1		----	----	----		----	----	----	
16.	87.	57.	5.		4.0	3.8	3.7	4.0	31	53	69	2	14	33	65	11	51.7	37.1	33.9	----	44.4	38.5	30.7	----
25.	ALL	ALL			0.2	0.3	0.6		12	17	11	2	6	10	12	1	50.5	40.9	30.8	----	48.3	38.0	30.4	----
19.									6	4	7	6			1		----	----	----	----			----	
25.	98.	93.	18.		2.3	3.0	3.0	3.5	147	115	68	18	40	36	63	21	52.8	45.3	38.3	28.4	49.7	42.7	34.6	28.6
26.	3.	2.							24	23	23	15	12	23	14	16	43.9	38.0	34.5	28.1	40.9	38.6	31.3	28.0
26.					2.3	2.8	3.3	2.1	6	15	6	6	2	9	15	6	----	36.8	33.7	31.9	----	33.8	32.4	27.5
15.									42	38	30	3	2	18	21	14	----	34.0	27.9	----	----	34.3	28.0	----
26.	97.	84.	28.		2.1	2.3	1.6	2.1	23	37	32	8	10	13	18	9	49.2	42.4	33.0	29.6	47.5	40.9	34.7	30.4
27.									4	11	11	1		5	7		----	----	30.3	----		----	29.6	
23.	ALL	94.	5.		2.4	2.7	5.0	----	43	24	13		6	12	24	3	47.0	39.6	32.2		43.0	38.5	31.4	----
22.	92.	58.	4.		6.6	7.2	7.2		8	16	14	1	5	15	11	1	----	37.9	31.9	----	----	36.0	30.1	----
28.	97.	91.	10.		4.4	4.4	4.4		51	29	25		8	14	23		47.7	39.6	32.1		46.4	39.8	32.8	
18.	79.	37.	15.		6.5	7.3	7.3		25	12	7		23	18	27		53.8	41.9	36.5		50.8	41.7	37.0	
27.									5	12	8	8	1	6	7	2	----	36.5	33.6	----	----	35.7	31.5	----
28.	43.	15.			4.4	4.5	5.0	4.8	5	8	10	9	2	5	11	12	----	----	33.8	28.9	----	----	32.5	29.2
27.	77.	36.	20.						58	55	38	11	25	33	54	19	49.8	45.3	36.5	28.0	47.8	38.9	34.8	27.3
26.	10.	14.	4.						69	62	81	27	65	61	85	33	44.5	40.0	35.1	31.5	43.6	38.9	33.9	29.4
25.	99.	89.	5.						154	171	102	17	11	57	54	35	60.0	45.5	37.8	32.5	51.9	43.7	35.4	28.6
27.									2	5	6	4	3	6	2	6	----	----	----	----	----	----	----	----
26.									3	6	5	2		3	3	2	----	----	----	----		----	----	----
26.									7	8	9	2	7	9	12	1	42.8	37.4	31.7	----	38.2	35.0	30.5	----
26.	ALL								3	1			3	1	1		----	----			----	----	----	
%120.	86.				3.3	----	----		7	5					2		----	----					----	
24.	92.	68.	25.		3.5	3.5	3.6	3.5	107	70	49	12	30	49	43	31	51.0	39.3	36.5	28.2	46.0	39.2	34.1	26.6
22.	ALL	93.			4.7	5.9	6.4	4.1	21	22	9	2	1	8	12	4	----	39.7	30.8	----	----	39.1	31.6	----
25.	ALL	93.			3.5	3.9	4.4	----	12	15	7		5	13	11	2	----	41.1	34.5		----	41.1	33.2	----
27.										8	5	2		2	5	5		----	----	----		----	----	----
27.	ALL	95.	18.		4.4	5.4	5.4		20	27	11		7	10	17		50.0	40.8	33.5		47.5	40.9	33.9	
23.	ALL		13.		2.0	----	----	2.0	7	9	6	5	1		2	3	----	----	----	----	----		----	----
20.	53.	4.							25	14	9	3	7	12	16	3	46.4	39.3	32.2	----	45.8	37.9	33.4	----
27.									2	9	10	5		9	11	5	----	33.8	31.8	----		34.4	32.7	----
26.	10.	21.	7.						8	18	16	10	2	6	13	10	----	38.7	34.8	31.0	----	39.8	32.8	27.4
20.	ALL	92.	18.		4.2	7.5	13.0	----	17	10	2		8	16	9		54.5	41.4	----		52.9	40.5	----	
29.	24.	11.	4.		0.2	0.7	0.3	2.2	13	18	22	7	4	10	25	7	----	36.4	33.5	27.8	----	35.8	31.9	27.3
26.	4.	4.							32	54	32	26	19	44	39	18	40.3	36.9	32.1	28.1	39.4	35.9	31.2	26.9
24.	98.	89.	13.		4.3	4.7	5.2		70	52	37		10	18	35		71.7	55.1	40.0		67.1	54.5	43.6	
24.	96.	86.	1.		7.5	8.8	9.2	6.8	409	221	113	6	36	56	88	12	78.0	52.4	45.1	30.8	74.4	48.9	40.4	31.2
26.	94.	79.	6.						15	9	10	1	2	5	8	3	----	----	32.2	----	----	----	30.3	----
24.	98.	91.	8.	2.	2.1	2.2	1.5	3.8	192	217	102	12	28	93	109	31	61.4	50.1	42.9	30.1	58.2	47.3	38.0	31.5
26.		10.							3	19	5	1	4	12	9	5	----	37.6	----	----	----	33.0	----	----
18.	ALL	73.							7	8	7			7	5		----	32.8	----			30.5	----	
26.	ALL	64.	4.						50	13	20	1	2	1	4	1	----	----	----	----	----	----	----	----
24.	99.	83.	5.	3.	3.0	4.2	4.2	3.2	567	428	177	38	31	98	93	53	65.9	47.2	41.9	28.8	58.2	44.4	37.7	23.6
23.	95.	57.	32.						47	37	37	9	8	12	22	19	45.5	41.6	38.2	31.0	44.0	41.3	36.2	30.8
15.	88.	40.	3.		5.3	5.3	5.3	5.3	6	11	18	8	2	4	19		----	----	27.2	----	----	----	25.7	
24.	93.	45.							24	8	11	5	4	3	13	4	----	----	34.2	----	----	----	36.7	----
26.	13.	27.	15.						11	23	17	1	5	14	17	5	----	40.0	34.7	----	----	35.5	34.3	----
23.	99.	ALL			4.6	5.7	5.3		81	22	15		3	8	9		----	51.3	38.5		----	41.6	41.7	
27.	44.	29.	6.						5	10	7	4	4	7	11	3	----	37.0	30.5	----	----	34.7	30.6	----
25.	ALL	85.	7.						151	56	38		21	24	34		48.6	36.6	30.8		46.2	33.0	27.4	
23.																								
20.																								
26.	98.	68.	1.						158	53	39	3	23	26	35	11	48.4	41.2	36.2	----	45.8	39.4	34.1	----
26.																								
23.	90.	70.	10.						45	65	50	13	4	18	46	10	----	43.2	35.1	28.6	----	41.4	35.9	29.4
23.									1	5	6	2	3	2	3	6	----	----	----	----	----	----	----	----
23.	71.	ALL	25.		3.6	5.1	5.0	----	7	6	7	2		2	5	4	----	----	----	----		----	----	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
WASHINGTON (CONTD)																				
Pacific Lutheran University	3	IIA	4	4	3		49.4	40.9	35.1		42.2	4	4	4		61.7	51.3	43.4		52.7
Peninsula College		III	4	3	2	3	41.1	38.9	35.5	28.1	35.4	4	3	2	3	52.4	49.9	45.0	36.7	45.3
Saint Martin's College		IIB	4	4	4		37.8	34.7	30.3	-----	32.5	5	4	4		44.1	41.8	36.0	-----	38.6
Seattle Pacific University		IIA	5	4	4	4	45.7	38.8	33.5	27.5	39.0	5	4	4	4	56.3	48.5	42.2	34.1	48.5
Seattle University		IIA	2	2	1	1	56.5	47.6	40.8	36.3	45.8	3	2	2	1	67.4	57.2	49.5	44.2	55.1
University of Puget Sound		IIB	1	1	1		62.3	46.9	38.9		51.6	1	1	1		79.5	60.7	50.2		66.3
University of Washington	187	I	3	3	2	2	68.3	48.5	42.1	32.8	55.5	3	3	3	3	83.8	60.6	52.4	40.0	68.7
Walla Walla College		IIB	5	5	4	3	33.3	31.4	30.0	26.6	31.2	5	5	4	3	40.3	38.2	36.7	32.8	37.9
Washington State University		I	4	4	4	5	59.7	44.7	39.3	25.8	47.0	4	4	4	4	73.4	55.9	48.8	33.4	58.4
Western Washington Univ.		IIA	3	2	3	1	53.7	44.4	37.1	33.8	46.2	3	3	3	2	66.5	55.3	46.1	42.3	57.3
Whitman College		IIB	1	1	1		56.8	45.1	37.2	-----	47.6	1	1	1		71.7	57.1	46.8	-----	60.2
Whitworth College		IIB	3	4	5	5	42.6	34.9	27.9	23.6	34.5	4	4	5	4	51.3	42.6	34.5	29.5	42.0
WEST VIRGINIA																				
Alderson Broaddus College		IIB	4	5	5	3	38.5	31.5	27.2	26.2	29.9	4	4	4	2	50.7	40.2	34.9	34.6	38.6
Bethany College		IIB	4	4	4		39.7	34.8	28.6		34.0	4	3	4		50.1	48.5	35.8		43.3
Bluefield State College		IIB	4	5	5	5	40.9	31.5	26.8	23.1	31.0	4	5	5	4	48.3	38.8	34.1	30.4	38.4
Concord College		IIB	4	4	4	4	40.0	34.2	28.4	24.1	32.5	4	4	4	3	50.5	43.8	37.2	32.3	42.0
Davis and Elkins College		IIB	4	4	5	5	37.3	30.5	25.9	23.6	29.9	4	5	5	4	48.0	38.8	33.9	30.1	38.6
Fairmont State College	66	IIB	3	3	3	2	43.2	36.2	31.7	28.5	36.1	3	3	3	2	52.6	44.6	39.4	35.7	44.5
Glenville State College		IIB	4	4	5	4	39.6	32.5	27.4	24.9	29.8	4	4	5	4	48.4	40.5	34.1	31.5	37.1
Marshall University	3	IIA	4	4	5	5	47.7	39.0	30.9	24.9	39.0	4	5	5	5	57.6	47.8	38.4	31.6	47.7
Ohio Valley College		III		5			-----	27.0	-----	-----	25.8		5			-----	34.7	-----	-----	30.9
Potomac State Coll.of W.Va.U		III	4	5	5		39.4	32.2	25.0	-----	31.4	4	5	5		48.8	40.6	32.3	-----	39.7
Salem-Teikyo University		IIB	4	4	4	5	42.2	35.3	30.5	23.0	30.6	4	4	4	5	50.9	42.9	36.8	27.5	36.9
Shepherd College		IIB	4	4	3	2	41.5	34.8	31.2	29.3	34.2	4	4	3	2	50.8	42.1	38.3	36.1	41.8
Southern W.Va. Comm. College	150	III	4	5	5	5	41.7	31.9	26.4	21.8	28.1	3	5	5	5	54.0	40.4	33.8	27.5	35.8
University of Charleston		IIB	4	4	3	2	38.5	34.7	32.4	29.2	33.3	4	4	2	2	48.4	44.0	41.3	37.2	42.3
West Liberty State College		IIB	4	4	5	5	41.7	32.7	23.5	23.5	33.7	4	4	5	5	51.3	40.4	29.4	28.8	41.7
West Virginia Graduate Coll.		IIA	3	4	3		52.5	40.9	35.9	-----	45.0	3	4	4		63.3	49.5	43.5	-----	54.4
West Virginia Inst. of Tech.		IIB	4	4	4	5	40.8	34.0	29.7	23.1	34.9	4	4	4	4	50.2	41.9	36.9	29.7	43.1
W.Va.Northern Comm. College		III	5	5	5	5	37.6	28.7	23.3	20.6	29.3	5	5	5	5	46.1	35.9	29.8	26.7	36.7
West Virginia University		I	5	5	5	3	53.5	43.1	36.1	29.1	43.9	5	5	5	4	64.2	52.1	43.8	35.7	52.9
W. Va. Univ. at Pakersburg		III	5	5	4	4	37.9	29.9	29.4	25.9	32.7	5	5	5	4	46.2	37.0	36.5	32.5	40.2
West Virginia Wesleyan Coll.		IIB	3	3	2		44.1	38.3	33.9	-----	38.3	3	2	2		57.2	49.4	43.4	-----	49.5
Wheeling Jesuit College		IIB	4	4	5	3	40.3	34.8	28.2	27.0	31.5	4	4	4	3	48.6	41.6	34.8	32.3	38.1
WISCONSIN																				
Alverno College	3	IIB	3	4	5		43.8	35.2	28.2		31.4	4	4	5		51.1	41.1	33.2		36.8
Beloit College	37	IIB	2	2	1		52.1	40.9	35.7	-----	45.3	2	2	2		66.0	51.2	42.8	-----	56.5
Carthage College		IIB	3	3	3		43.4	37.4	31.9		37.1	3	3	3		55.6	48.5	40.6		47.5
Concordia Univ., Wisconsin		IIB	4	2	2		41.6	39.1	34.0	-----	34.8	4	2	2		50.7	50.9	43.4	-----	44.3
Lakeland College		IIB	4		3	3	40.6	-----	32.1	26.3	32.9	4		3	4	48.9	-----	38.4	31.0	39.3
Lawrence University		IIB	1	1	1		57.0	42.5	36.4	-----	46.2	1	2	2		69.1	52.1	43.9	-----	56.1
Marian Coll.of Fond du Lac		IIB	3	3	4		44.0	37.1	30.2	-----	33.4	3	3	4		54.8	46.4	37.3	-----	41.4
Marquette University	13	I	2	2	2		70.5	52.1	42.6		52.7	2	2	3		88.4	66.2	52.5		66.2
Milwaukee Inst.of Art&Design		IIB									36.2									45.3
Milwaukee School of Engrg.		IIB	2	2	2		48.4	41.1	35.3		43.9	2	2	2		60.9	52.2	42.7		55.1
Mount Mary College		IIB	4	4	5	4	39.3	32.7	28.2	24.8	31.2	4	5	5	5	49.3	39.3	32.7	27.9	37.1
Northland College		IIB	4	5	5		37.5	29.6	27.1	-----	32.5	4	5	5		45.8	35.4	34.4	-----	39.7
Ripon College		IIB	2	3	3		49.1	38.0	32.0	-----	40.9	2	3	3		61.9	47.9	40.1	-----	51.5
St. Norbert College		IIB	1	1	2	1	54.6	44.5	35.3	31.4	41.5	1	1	1	1	71.2	58.5	45.7	40.1	54.1
Univ. Wisconsin-Madison		I	3	2	2	2	66.6	49.8	43.9	35.1	57.3	3	2	2	2	83.1	62.8	56.6	46.1	72.1
Univ. Wisconsin-Milwaukee		I	4	4	2		60.4	46.5	42.1	-----	49.5	4	3	2		76.1	59.8	54.4	-----	63.2
Univ. Wisconsin-Eau Claire		IIA	4	4	3	3	48.9	41.0	37.2	30.0	42.8	4	3	2	2	62.7	53.3	48.7	40.2	55.5
Univ. Wisconsin-Green Bay		IIA	4	3	3		49.8	41.7	35.6	-----	41.9	3	3	3		63.8	54.1	46.8	-----	54.3
Univ. Wisconsin-La Crosse		IIA	3	3	2	1	51.1	42.4	38.4	35.5	43.0	3	3	2	1	65.3	54.9	50.2	46.8	55.6
Univ. Wisconsin-Oshkosh		IIA	3	3	3		54.1	43.5	37.4	-----	43.9	2	2	2		68.8	56.2	49.0	-----	56.7
Univ. Wisconsin-Parkside		IIA	3	3	2		53.5	42.7	39.1	-----	43.4	3	3	2		68.0	55.3	51.0	-----	56.1
Univ. Wisconsin-Platteville		IIA	3	3	3		51.7	41.7	35.7		43.7	3	3	3		66.1	54.2	47.0		56.5
Univ. Wisconsin-River Falls		IIA	4	4	4		48.5	39.9	34.0	-----	42.0	4	4	3		62.2	51.9	44.9	-----	54.5
Univ. Wisconsin-Stevens Pnt.		IIA	3	3	3		51.6	42.3	35.3	-----	43.7	3	3	3		65.8	54.8	46.4	-----	56.5
Univ. Wisconsin-Stout		IIA	3	4	4	2	50.2	39.4	34.9	32.7	41.2	3	4	3	1	64.2	51.3	46.0	43.5	53.6
Univ. Wisconsin-Superior		IIA	3	4	4		50.1	41.0	34.8	-----	43.2	3	3	3		64.2	53.3	45.9	-----	56.1
Univ. Wisconsin-Whitewater		IIA	3	3	3		52.5	43.4	36.8	-----	43.2	3	2	2		67.0	56.2	48.3	-----	55.9
Univ. Wisconsin-Centers		III	2	2	3	3	46.4	39.1	32.1	27.8	37.7	2	2	3	3	59.8	51.0	42.7	37.5	49.3
Viterbo College		IIB	3	3	3	3	44.8	36.6	31.6	26.9	34.4	3	4	3	3	55.3	44.1	39.5	32.8	42.3

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
25.	99.	83.	11.		3.9	4.3	4.8		68	61	19		10	27	44		50.0	41.5	37.4		45.8	39.5	34.1	
28.	75.	ALL	80.	45.	0.9	0.9	1.1	....	8	5	16	5		4	4	6	....	....	....	....		....	....	....
19.	ALL		86.	50.	4.7	4.8	5.0		7	11	16	1		3	12		....	....	31.9	....		....	28.2	
24.	96.	65.	12.		0.5	1.5	1.7	2.8	43	31	12	3	7	17	22	4	46.1	39.3	34.7	....	43.2	37.8	32.9	....
20.	89.	80.	12.						40	61	35	7	13	27	34	7	55.1	48.2	42.5	38.4	60.8	46.2	39.1	34.2
28.	96.	75.			6.0	6.7	7.9		64	31	24		16	13	27		62.9	47.7	38.5		60.2	45.0	39.3	
24.	96.	89.	4.		3.6	4.1	4.2	....	781	352	184	8	112	120	168	3	69.4	49.3	43.7	....	61.0	46.3	40.3	....
22.	98.	75.	25.						39	15	24	4	6	5	12	9	33.3	....	30.4	....	33.3	....	29.3	....
24.	97.	92.	1.		3.7	3.6	3.3	3.6	308	220	169	19	29	61	110	43	60.2	45.4	41.0	27.0	54.9	42.1	36.7	25.3
24.	99.	96.	3.		3.2	3.6	4.5	2.9	132	108	34	3	21	33	33	3	54.0	45.2	36.5	....	52.2	41.8	37.8	....
26.	ALL	94.	22.		1.4	1.6	1.8	....	32	24	15	1	5	8	8		....	45.7	38.0	....	....	43.1	35.6	
22.	96.	51.	22.		6.1	2.4	6.0	6.1	22	29	11	4	4	10	7	6	....	34.9	27.9	....	....	35.0	27.8	....
29.	ALL	44.	16.		5.0	6.4	5.0	....	7	10	13	4	2	8	12	7	....	31.4	27.9	....	....	31.8	26.4	....
27.	ALL	ALL	26.		5.7	8.0	6.3	....	19	3	11		2	3	12		....	....	27.9		....	....	29.2	
24.	ALL	59.	38.		5.1	6.8	8.0	9.5	20	13	19	3	3	9	15	9	....	31.7	27.8	....	....	31.3	25.6	....
29.	ALL	67.							26	14	18	8	3	4	17	4	....	....	29.5	....	....	....	27.1	....
29.	93.	70.	29.		8.0	8.4	6.7	6.6	11	4	6	3	3	6	8	4	....	....	25.8	....	....	....	25.9	....
23.	95.	82.	56.	26.					45	29	27	13	12	15	18	14	43.8	36.6	32.3	30.5	41.0	35.5	30.7	26.6
24.	ALL	82.	32.		5.3	6.4	7.7	8.8	8	14	12	11	4	3	16	5	....	....	27.3	....	....	....	27.4	....
22.	98.	71.	20.	3.	6.5	9.6	11.0	12.5	118	77	52	9	26	44	50	21	48.2	39.3	31.9	28.0	45.4	38.5	29.8	23.5
20.		71.			....	....	....	....	3	5	3	1		2		2	....	....	....	....		....		....
26.	ALL	92.	11.						13	10	5	1		3	4	3	....	....	....	....		....	....	....
21.	67.	64.	12.		2.1	3.2	2.4	4.8	6	8	9	4		3	8	12	....	....	30.1	....		....	31.0	....
22.	ALL	84.	52.		5.1	6.0	7.7	8.2	26	19	20	7	1	12	13	7	....	35.3	31.6	29.5	....	34.1	30.5	29.1
27.	ALL	93.	58.						2	11	9	6	5	4	3	15	....	....	....	21.7	....	....	....	21.8
27.	70.	14.							6	5	11	4	4	16	10	11	....	....	33.5	....	....	....	31.1	....
24.	93.	85.	11.		5.9	6.4	9.8	....	34	38	9	5	8	24	9	2	42.0	33.4	23.0	....	40.5	31.7	24.1	....
21.	ALL	57.			3.9	4.9	8.1		19	14	1		4	7	5	2	....	41.6	....		....	39.5	....	....
24.	96.	72.	38.		8.6	7.8	7.6	7.8	48	30	16	5	6	13	13	6	41.2	34.5	31.1	....	37.6	32.7	27.9	....
25.	ALL	93.	33.						12	6	4	3	12	8	8	8	38.6	30.2	....	....	36.6	27.5	....	....
21.	94.	78.	13.		4.4	6.7	5.8	9.0	308	175	157	1	27	62	115	21	54.0	43.5	37.6	....	47.9	42.0	34.1	....
23.	ALL	89.	53.						23	6	9	5	8	3	10	6	38.4	....	31.1	....	36.6	....	27.9	....
29.	96.	73.	4.		7.0	4.4	5.2	....	18	16	11		7	6	13	3	44.8	39.1	34.9		42.1	36.1	33.0	....
21.	ALL	95.	12.		3.9	9.6	4.7	5.0	7	13	14	7	1	7	11	5	....	35.1	27.9	....	....	34.1	28.5	....
17.	ALL	ALL	19.		6.3	6.6	8.7		2	10	20		7	21	54		....	37.0	28.2		....	34.4	28.2	
25.	ALL	ALL	5.		6.4	4.6	5.0	....	42	11	10			4	12	1	....	....	36.9		....	....	34.7	....
28.	96.	61.			5.9	4.2	4.3		25	14	21		3	4	14		....	....	32.4		....	....	31.1	
28.	40.				4.2	5.4	6.9		9	13	25	1	1	1	10		....	....	34.7	....	....	....	32.5	
20.	ALL		16.		6.5	....	3.8	6.1	10	3	11	3	1		8	5	....	....	32.1	....	....		32.0	....
21.	ALL	96.			4.2	4.2	4.3	....	41	23	15	3	1	5	16		....	....	35.9	....	....	....	36.9	
24.	78.	76.	34.		3.6	4.3	4.3	....	8	9	17	2	1	8	24	2	....	37.5	30.6	....	....	36.7	29.9	....
26.	99.	98.	5.		3.2	3.2	3.8		92	182	90		2	56	61		....	53.0	44.2		....	49.4	40.3	
25.																								
25.					4.4	4.6	5.2		52	21	12		4	6	8		....	42.9	36.6		....	34.8	33.4	
19.	88.	79.	5.		6.6	5.5	5.0	8.2	5	2	3		3	17	16	6	....	....	....		....	....	....	....
22.	ALL	67.	14.		4.6	6.4	6.4	....	15	11	7	1	4	4		1	....	....	....	....	....	....		....
26.	ALL	78.	6.		1.6	4.1	4.2	....	27	16	9		1	7	8	1	....	38.5	32.8		....	36.9	31.0	....
30.	ALL	98.	43.	29.	4.9	4.6	5.7	6.0	15	39	28	1		6	14	6	....	44.5	35.7	....		44.2	34.6	....
26.	99.	92.	1.		2.6	4.0	4.1	3.1	800	194	213	15	118	93	147	15	67.6	50.4	45.7	37.2	59.7	48.3	41.4	33.0
28.	ALL	99.	3.		3.7	4.7	3.5	....	235	204	106		32	102	86	2	61.0	46.8	43.1		56.4	46.0	40.8	....
29.	99.	95.	27.	25.	3.3	3.8	3.5	3.4	147	88	63	5	20	38	49	7	49.3	41.3	38.0	....	46.6	40.4	36.2	....
30.	ALL	ALL			2.2	2.3	2.9	....	46	46	17		6	9	18	3	50.3	41.7	36.4		45.5	41.9	34.9	....
29.	99.	91.	38.	88.	3.2	3.0	2.7	4.0	110	78	54	4	18	25	36	4	51.5	43.5	39.5	....	48.7	39.1	36.8	....
29.	99.	90.	31.		2.2	3.4	2.8	....	94	76	70	2	10	32	60	2	54.1	43.9	38.5	....	53.9	42.6	36.2	....
29.	98.	93.	3.		2.4	3.5	2.3		42	45	23		7	13	14	1	54.8	43.3	39.6		45.5	40.5	38.3	....
29.	98.	91.	19.		3.8	4.5	2.7		87	45	39		7	12	19		52.0	42.3	36.4		47.6	39.7	34.4	
30.	ALL	84.	14.		5.7	5.2	4.4	....	91	37	32	2	21	20	25		49.1	40.2	34.5	....	45.9	39.3	33.5	
29.	99.	87.	19.		4.0	5.1	5.1	....	122	82	51	4	16	22	33	1	51.9	42.4	35.0	....	49.3	41.9	35.7	....
30.	ALL	69.	35.	ALL	5.2	5.0	3.6	3.0	90	56	44	4	31	15	25	2	50.9	40.0	35.4	....	48.0	37.1	34.1	....
30.	98.	88.	16.		2.0	2.9	4.4	....	36	18	15	4	6	8	4	1	49.8	41.4	....	....	51.8	40.2	....	....
29.	ALL	89.	36.		3.4	4.1	3.3	....	100	78	63	2	27	25	36	3	53.0	44.4	37.6	....	50.7	40.6	35.4	....
31.	ALL	ALL	40.	8.	2.6	2.8	2.7	2.2	52	132	65	5	7	33	44	7	46.7	39.5	33.3	....	44.3	37.4	30.5	....
23.	90.	65.	39.		2.9	3.2	3.8	....	8	12	13	2	2	11	15	8	....	36.8	31.9	....	....	36.3	31.4	....

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
WYOMING																				
University of Wyoming		I	5	5	5		53.9	41.0	37.4	-----	44.5	5	5	5		65.8	50.7	46.4	-----	54.9
PUERTO RICO																				
Bayamon Tech. Univ. College		IIB	5	5	5	5	30.3	23.8	19.1	19.6	22.1	5	5	5	5	40.6	32.4	26.7	26.4	30.1
Caribbean University	40	IIB			5	5			16.2	15.8	15.9			5	5			17.3	16.9	17.0
Ponce Tech. Univ. Coll.-UPR		III	5	5	5	5	27.9	23.2	22.2	18.4	21.8	5	5	5	5	37.0	31.2	29.9	25.1	29.4
UPR-Arecibo Tech Univ.Coll.		IIB	5	5	5	5	27.1	23.3	19.8	18.4	21.7	5	5	5	5	36.3	31.7	27.1	24.2	29.2
Univ. P.R. Humacao U. Coll.		IIB	5	5	5	5	35.6	29.2	24.4	20.3	27.7	4	5	5	5	46.0	38.2	32.2	25.8	36.2
GUAM																				
University of Guam		IIB	1*	1*	1*	1*	69.0	55.0	43.8	39.4	50.5	1	1*	1*	1*	81.1	64.8	51.5	46.7	59.5

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
23.	ALL	87.	5.		0.8	0.8	1.0	----	219	123	108	2	22	31	56		54.2	41.6	38.0	----	50.3	38.4	36.1	
36.	86.	95.	87.	55.					9	27	18	24	12	30	27	29	35.0	25.2	19.3	19.0	26.8	22.5	19.1	20.2
7.			47.				8.5	4.5			8	27			7	17			16.0	16.1			16.5	15.3
35.	ALL	ALL	ALL	57.					3	11	13	15	6	18	15	15	----	23.5	24.3	18.5	----	23.1	20.3	18.3
35.	ALL	ALL	91.	28.	3.8	3.8	3.8	3.8	14	17	20	19	15	16	23	20	27.2	23.2	20.1	19.4	27.0	23.5	19.5	17.5
31.	ALL	99.	76.	15.	3.0	4.7	5.3	3.7	25	35	28	5	10	41	42	15	35.7	29.6	24.8	----	35.1	28.8	24.0	----
18.	95.	59.	21.		7.1	7.2	7.6	7.0	17	41	33	8	4	20	20	19	----	54.8	43.8	40.9	----	55.4	43.6	38.7

APPENDIX II

NAME OF INSTITUTION	NOTES	(1) INSTITUTION CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) NUMBER OF FULLTIME FAC WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) AVERAGE SALARY BY SEX WOMEN
ALABAMA													
Central Alabama Comm. Coll.	41	IV	3	34.8	3	41.1	18.	20.	8.9	32	22	35.4	33.9
Gadsden State Community Coll	71	IV	3	34.1	3	41.4	21.	84.	6.5	72	71	36.0	32.3
Jefferson State Comm. Coll.		IV	3	35.7	3	43.1	21.	87.		68	77	37.7	33.8
John C.Calhoun St.Comm.Coll.		IV	3	34.5	3	41.7	21.	92.	7.8	72	76	34.5	34.6
Lurleen B.Wallace St.Jr.Coll		IV	3	34.2	3	41.4	21.	96.	10.0	17	6	34.7	32.5
Snead State Community Coll.	5	IV	3	35.5	3	43.0	21.	80.	7.4	17	18	36.5	34.5
ARIZONA													
Arizona Western College		IV	3	34.7	3	43.2	24.		3.0	45	44	36.0	33.3
Central Arizona College		IV	2	42.1	2	49.8	18.			62	30	42.3	41.7
Cochise College		IV	2	36.1	3	43.3	20.			53	32	36.5	35.5
Eastern Arizona College		IV	2	39.1	2	49.6	27.	26.	7.9	42	11	39.9	35.8
Mohave Community College		IV	3	35.3	3	42.0	19.			31	18	36.0	34.2
Navajo Community College		IV	3	32.3	4	37.4	16.	ALL		27	20	33.8	30.2
Northland Pioneer College		IV	3	34.3	3	40.4	18.			30	17	34.9	33.4
Pima Community College		IV	2	39.3	2	45.7	16.			139	127	41.0	37.4
Yavapai College	201	IV	2	38.7	2	45.7	18.		2.6	51	27	40.1	36.1
ARKANSAS													
East Arkansas Comm. College		IV	4	29.5	4	37.4	27.			17	24	30.5	28.8
Garland County Comm. College		IV	3	32.0	4	38.6	21.			23	34	32.6	31.6
Miss. County Comm. College		IV	5	27.8	4	35.9	29.		2.5	17	24	26.8	28.6
No. Arkansas Comm.Tech.Coll.	116	IV	4	30.2	4	38.7	28.			34	38	30.8	29.7
Phillips Co. Comm. College		IV	4	28.7	4	36.1	26.			20	41	29.1	28.5
Rich Mountain Community Coll		IV	3	33.3	3	41.2	24.			9	8	34.7	31.7
South Arkansas Comm. College		IV	4	30.0	4	37.5	25.	45.		19	21	30.7	29.3
Westark Community College		IV	4	30.7	4	39.1	27.	54.		62	53	32.1	29.1
CALIFORNIA													
Allan Hancock College	28	IV	1	45.8	1	56.4	23.			114		---	
Antelope Valley College	28	IV	1*	55.6	1*	67.4	21.			107		---	
Barstow College		IV	1*	52.4	1*	64.2	23.	ALL	0.0	20	4	---	---
Butte College	28	IV	1	49.5	1	60.6	22.			151		---	
Cabrillo College	28	IV	1	46.2	1	56.9	23.			195		---	
Cerritos College	28	IV	1*	52.3	1*	63.8	22.			230		---	
Chabot-Las Positas CC Distr.	43	IV	1	48.4	1	59.4	23.			248		---	
Chaffey College	28	IV	1*	58.6	1*	70.7	21.			214		---	
Citrus College	28	IV	1	51.6	1	62.9	22.			141		---	
Coast Comm. Coll. District	47	IV	1*	52.0	1	63.4	22.			542		---	
College of the Desert	28	IV	1	45.6	1	56.2	23.			114		---	
College of the Redwoods		IV	1	47.8	1	58.1	22.	92.	0.0	78	40	48.6	46.3
Compton Community College	28	IV	1	44.0	2	54.4	24.			73		---	
Contra Costa CC District	54	IV	1*	53.8	1*	65.4	22.			424		---	
El Camino College	28	IV	1	50.7	1	61.9	22.			319		---	
Feather River Comm.Coll.Dist	28	IV	1	46.9	1	57.7	23.			21		---	
Foothill-De Anza Comm.Coll.D	68	IV	1*	54.3	1*	66.0	22.			537		---	
Gavilan College	28	IV	1*	53.4	1*	64.9	22.			68		---	
Glendale Community College	28	IV	1	51.8	1	63.2	22.			186		---	
Grossmont/Cuyamaca CC Dist.	74	IV	1	47.6	1	58.5	23.			242		---	
Hartnell College	28	IV	1	44.3	2	54.8	24.			98		---	
Kern Community College Dist.	92	IV	1	45.1	1	55.7	23.			287		---	
Lake Tahoe Community College	28	IV	2	42.6	2	52.9	24.			34		---	
Lassen College	28	IV	1	46.8	1	57.6	23.			62		---	
Long Beach City College	28	IV	1*	53.4	1*	64.6	21.			278		---	
Los Angeles Comm.Coll.Dist.	96	IV	1	46.8	1	57.6	23.			%1629		---	
Los Rios Comm. Coll.District	97	IV	1	46.2	1	57.2	24.			600		---	
Marin, College of	28	IV	1*	56.1	1*	68.0	21.			125		---	
Mendocino College	28	IV	1	47.8	1	58.7	23.			41		---	
Merced College	28	IV	1	47.5	1	58.3	23.			142		---	
Mira Costa College	28	IV	1*	52.3	1*	63.7	22.			97		---	
Monterey Peninsula College	28	IV	1	47.6	1	58.5	23.			112		---	
Mt. San Antonio College	28	IV	1*	55.7	1*	67.5	21.			284		---	
Mt. San Jacinto College Dist		IV	1	47.1	1	56.8	21.	77.		40	22	49.0	43.7
Napa Valley College	28	IV	1	46.4	1	57.2	23.			97		---	
North Orange County CC Dist.	117	IV	1	50.2	1	61.6	22.			496		---	
Palo Verde College	28	IV	2	37.0	2	46.8	26.			18		---	
Palomar College	28	IV	1	51.0	1	62.3	22.			253		---	
Pasadena City College	28	IV	1	48.1	1	59.2	23.			331		---	
Peralta Comm.Coll.District	130	IV	1	44.6	2	55.4	24.			357		---	

APPENDIX II

NAME OF INSTITUTION	NOTES	(1) INSTITUTION CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) NUMBER OF FULLTIME FAC WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) AVERAGE SALARY BY SEX WOMEN
CALIFORNIA (CONTD)													
Rancho Santiago Comm.College	28	IV	1*	54.4	1*	66.2	22.			322		---	
Rio Hondo College	28	IV	1*	55.2	1*	65.7	19.			139		---	
Riverside Community College	28	IV	1	51.2	1	62.6	22.			219		---	
Saddleback Comm. Coll. Dist.	58	IV	1*	55.8	1*	67.7	21.			269		---	
San Bernardino Valley Coll.	28	IV	1	51.7	1	63.2	22.			191		---	
San Diego Comm. Coll. Dist.	141	IV	1	46.5	1	57.4	23.			595		---	
San Francisco Comm.Coll.Dist	28	IV	1	48.7	1	59.8	23.			663		---	
San Joaquin Delta College	28	IV	1*	56.8	1*	68.8	21.			217		---	
San Jose/Evegreen CC Dist.	143	IV	1	49.1	1	60.3	23.			225		---	
San Mateo County CC Dist.	144	IV	1	50.7	1	62.1	22.			387		---	
Santa Barbara City College	28	IV	1	47.8	1	58.8	23.			207		---	
Santa Monica College	28	IV	1*	56.9	1*	69.2	22.			239		---	
Santa Rosa Junior College	28	IV	1	49.4	1	60.7	23.			263		---	
Shasta College	28	IV	1	46.5	1	57.4	23.			134		---	
Sierra College	28	IV	1	46.8	1	57.7	23.			133		---	
Solano Community College	28	IV	1	51.7	1	63.2	22.			145		---	
Southwestern College	28	IV	1*	52.3	1*	63.8	22.			185		---	
State Center Comm.Coll.Dist.	153	IV	1*	52.0	1	63.5	22.			307		---	
Ventura Co. Comm. Coll.Dist.	191	IV	1	51.9	1	63.4	22.			402		---	
Victor Valley College	28	IV	1	47.9	1	58.9	23.			92		---	
West Hills Comm. Coll. Dist.	28	IV	1	45.5	2	55.3	21.			55		---	
West Valley-Mission C.C.Dist	28	IV	1	51.6	1	63.1	22.			259		---	
Yosemite Comm.Coll.District	202	IV	1	45.6	1	56.4	24.			261		---	
Yuba College	28	IV	1*	53.7	1*	65.4	22.			117		---	
COLORADO													
Arapahoe Community College		IV	3	32.0	4	38.6	21.			51	51	33.8	30.2
Colorado Institute of Art	49	IV	4	30.3	5	30.3	0.			43		---	
Colo. Northwestern Comm.Coll	48	IV	3	34.7	3	43.3	25.	74.		30	13	35.1	33.8
Colorado Technical College	50	IV	3	35.4	4	38.2	8.			26		---	
Community College of Aurora		IV	4	30.1	4	37.2	24.	48.	1.7	13	14	31.4	28.9
Community College of Denver		IV	4	28.7	5	35.3	23.			51	77	30.1	27.7
Denver Inst. of Technology		IV	5	22.9	5	27.5	20.			29	5	---	---
Front Range Community Coll.		IV	4	31.3	3	40.2	28.	86.		82	72	32.4	30.1
Lamar Community College		IV	3	32.8	3	40.1	22.	72.		17	8	31.8	34.9
Morgan Community College		IV	4	29.1	4	36.4	25.	69.		13	16	29.7	28.6
Northeastern Junior College		IV	4	31.4	4	38.1	21.			36	24	32.8	29.4
Otero Junior College		IV	3	32.3	3	39.7	23.			16	11	33.3	30.7
Parks Junior College		IV		-----		-----	---			2	3	---	---
Pikes Peak Community College		IV	3	34.5	3	42.3	23.	80.		71	46	35.6	32.7
Pueblo Community College		IV	5	28.1	5	34.7	24.			45	55	28.3	27.9
Red Rocks Community College		IV	3	31.8	4	39.1	23.	66.		47	24	32.8	29.9
Trinidad State Junior Coll.		IV	5	28.5	5	35.0	23.			34	15	28.6	28.3
FLORIDA													
Daytona Beach Comm. College	58	IV	3	32.9	3	43.7	33.	84.		115	78	34.6	30.4
Okaloosa-Walton Comm. Coll.		IV	3	33.8	3	43.8	29.	79.	3.0	44	33	34.0	33.6
South Florida Community Coll	3	IV	4	31.6	3	41.4	31.	81.	3.3	21	22	33.5	29.8
Tallahassee Comm. College		IV	1	43.5	1	56.1	29.	88.	3.0	64	71	43.9	43.2
IDAHO													
North Idaho College		IV	3	34.7	3	45.1	30.	70.		57	46	35.3	34.0
ILLINOIS													
Belleville Area Coll.Dist522	35	IV	1	46.0	2	53.7	17.	85.	5.7	72	42	49.9	39.2
Highland Community College		IV	2	40.9	2	49.2	20.	81.	8.9	34	14	40.8	41.1
Illinois Eastern Comm.Colls.	84	IV	4	30.8	4	35.9	17.	80.	4.6	68	41	31.4	29.8
Illinois Valley Comm.College		IV	2	38.3	2	45.3	18.	82.	6.4	50	27	39.8	35.5
John Wood Community College		IV	5	25.6	5	30.7	20.	44.	3.0	18	27	27.7	24.3
Kaskaskia College		IV	2	37.7	2	45.3	20.	89.	5.5	44	20	39.7	33.2
Kishwaukee College		IV	3	34.6	3	40.1	16.	87.	5.2	34	35	38.1	31.2
Lincoln College		IV	3	33.4	3	40.1	20.	47.		20	14	34.5	31.8
Midstate College		IV	5	20.9	5	26.0	25.			7	11	21.7	20.3
Morrison Institute of Tech.		IV	4	29.3	5	33.7	15.			5	2	---	---
Morton College		IV	1	48.7	1	60.6	24.	92.	5.4	24	28	49.7	47.9
Rend Lake College		IV	2	37.6	3	42.4	13.	47.	4.8	31	29	39.4	35.8
Saint Augustine College		IV	5	24.2	5	28.2	17.			10	8	24.9	23.2
Springfield Coll.in Illinois		IV	5	22.3	5	27.1	22.	46.		6	7	22.8	21.9

APPENDIX II NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	 WOMEN	(10) AVERAGE SALARY BY SEX MEN	 WOMEN
IOWA													
Des Moines Area Comm.College	59	IV	2	36.1	3	45.0	25.		3.6	142	111	36.8	35.0
Eastern Iowa Comm.Coll.Dist.	61	IV	3	32.7	3	41.1	26.		3.0	81	72	34.0	31.3
Hawkeye Community College		IV	3	32.3	3	40.8	26.			62	41	32.9	31.3
Indian Hills Community Coll.	85	IV	3	31.9	4	39.3	23.		3.1	75	48	32.6	30.8
Iowa Lakes Community Coll.		IV	4	30.8	4	39.2	27.			46	22	32.3	27.5
Kirkwood Community College		IV	3	34.7	3	41.9	21.			119	72	35.6	33.3
North Iowa Area Comm.College		IV	2	36.9	2	46.0	25.	86.	5.6	56	30	38.1	34.7
Northeast Iowa Comm. College		IV	3	32.1	3	41.8	30.			40	50	32.3	31.9
Northwest Iowa Comm. College		IV	4	30.1	4	39.2	30.			27	9	30.9	27.9
Southeastern Comm. College	147	IV	2	41.3	2	49.5	20.		4.0	51	31	42.7	39.0
Southwestern Community Coll.		IV	4	29.9	3	39.9	34.			28	14	31.5	26.5
Western Iowa Tech.Comm.Coll.	9	IV	4	31.1	4	39.4	27.		3.3	43	31	31.6	30.3
KANSAS													
Allen County Community Coll.		IV	4	29.1	5	33.8	16.	70.	5.3	21	6	29.6	27.2
Barton County Community Coll		IV	5	28.5	5	35.1	23.		4.1	42	40	29.9	27.0
Central College		IV	5	20.2	5	27.0	34.		4.1	14	4	---	---
Hesston College		IV	5	25.2	5	31.0	23.			24	12	25.3	25.0
Johnson County Comm. College		IV	2	40.5	2	53.4	32.		5.3	151	113	41.4	39.2
Seward County Comm. College		IV	4	30.5	4	37.6	23.	87.	8.5	25	13	31.3	28.8
KENTUCKY													
Midway College		IV	4	30.3	4	36.6	21.	27.	8.2	10	27	30.3	30.3
Saint Catharine College		IV	5	19.1	5	22.6	18.	7.		9	6	18.6	19.9
MAINE													
Central Maine Tech. College		IV	3	32.5	3	43.1	33.	87.		35	11	32.6	32.2
Eastern Maine Tech. College	8	IV	3	32.8	3	42.3	29.		5.5	36	18	32.9	32.5
Kennebec Valley Voc.Tech.Ins		IV	4	31.2	3	40.0	28.	88.		10	23	33.1	30.4
Northern Maine Tech. College		IV	3	32.9	3	42.6	29.		3.0	34	18	33.6	31.6
Southern Maine Tech. Coll.		IV	3	32.1	3	40.6	26.			60	26	33.3	29.5
MICHIGAN													
Grand Rapids Community Coll.		IV	1	47.7	1	59.5	25.	86.	0.0	132	90	48.6	46.5
Highland Park Comm. College		IV	2	42.2	2	53.4	27.		0.0	13	22	41.9	42.3
Kirtland Community College		IV	2	37.5	2	51.1	36.		6.5	23	15	36.4	39.1
Mid Michigan Community Coll.		IV	2	39.4	2	53.5	36.	89.	9.6	23	15	41.3	36.6
Montcalm Community College		IV	2	41.8	1	55.7	33.	86.	6.6	17	11	43.3	39.5
Schoolcraft College	9	IV	1*	53.0	1*	72.5	37.		4.6	73	40	53.0	52.8
Southwestern Michigan Coll.		IV	3	34.8	2	45.6	31.		5.6	29	17	36.8	31.3
Suomi College		IV	3	32.2	4	39.6	23.	64.	0.0	8	14	32.4	32.2
MINNESOTA													
Anoka Ramsey Community Coll.		IV	1	44.5	1	57.8	30.		1.3	40	33	44.5	44.6
Anoka Ramsey-Cambridge Ctr.		IV	2	41.8	2	55.4	33.		4.3	6	5	---	---
Austin Community College		IV	2	42.8	1	56.8	33.		1.2	16	10	45.9	37.9
Bethany Lutheran College		IV	3	32.0	3	43.2	35.	94.	4.1	14	4	---	---
Brainerd Community College		IV	2	40.9	2	54.4	33.		2.5	27	19	42.5	38.6
Fergus Falls Community Coll.		IV	2	41.1	2	54.7	33.		2.8	15	9	42.5	38.8
Hibbing Community College	78	IV	2	41.3	2	54.9	33.		2.2	25	18	41.5	41.1
Hutchinson/Willmar Tech.Coll	82	IV	2	37.3	2	46.8	26.	92.		77	25	38.2	34.3
Inver Hills Community Coll.		IV	1	43.5	1	56.7	30.		1.7	34	33	46.1	40.9
Itasca Community College		IV	2	41.7	2	55.4	33.		2.3	18	11	45.0	36.2
Lakewood Community College		IV	1	43.6	1	56.7	30.		1.1	50	31	45.7	40.2
Mesabi Community College	106	IV	2	40.4	2	54.1	34.		1.9	16	13	40.7	40.0
Minneapolis Community Coll.	110	IV	1	43.5	1	56.6	30.		1.0	38	39	44.0	43.1
Normandale Community College		IV	1	45.2	1	58.6	30.		1.6	77	66	45.9	44.3
North Hennepin Comm. College		IV	1	43.9	1	57.2	30.		0.9	43	40	45.1	42.5
Northland Community College		IV	2	42.5	1	56.2	32.		2.5	15	7	42.4	42.8
Rainy River Community Coll.		IV	2	42.7	1	56.7	33.		1.2	11	6	44.8	38.8
Rochester Community College		IV	1	43.9	1	57.7	31.		1.0	43	37	46.2	41.3
Saint Paul Technical Coll.		IV	1*	58.0	1*	71.1	23.	94.		75	44	58.0	58.0
Vermilion Community College		IV	2	42.1	1	56.2	33.		0.9	14	6	43.1	39.9
Willmar Community College		IV	2	42.1	1	55.7	32.		2.5	23	10	43.7	38.3
Worthington Community Coll.		IV	2	42.3	1	55.9	32.		2.3	14	7	43.0	40.9

APPENDIX II

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M I S S I S S I P P I													
Coahoma Community College		IV	5	24.7	5	30.1	22.			25	25	24.4	25.0
Copiah-Lincoln Jr. College	55	IV	5	27.8	5	34.3	23.			43	42	28.8	26.8
East Central Community Coll.		IV	5	25.2	5	30.6	21.			31	22	25.8	24.4
East Mississippi Comm. Coll.		IV	5	23.6	5	29.1	23.			27	32	24.0	23.2
Hinds Community College	79	IV	4	30.3	4	37.6	24.			152	241	30.8	30.0
Holmes Community College		IV	5	26.4	5	32.7	24.			37	64	26.4	26.4
Itawamba Community College		IV	4	30.2	4	37.2	23.			64	73	31.3	29.4
Jones County Junior College		IV	3	34.7	3	42.8	24.			72	72	36.0	33.4
Meridian Community College		IV	5	27.8	5	33.6	21.			39	78	28.5	27.4
Miss. Delta Community Coll.		IV	4	29.2	4	35.9	23.			43	57	28.2	29.9
Miss. Gulf Coast Comm. Coll.	111	IV	4	30.1	4	37.3	24.			153	170	30.5	29.7
Northeast Miss. Junior Coll.		IV	3	31.7	4	38.4	21.			47	76	31.2	31.9
Northwest Miss. Comm. Coll.		IV	3	32.3	3	39.9	23.			63	114	31.8	32.6
Pearl River Comm. College		IV	5	27.6	5	33.0	19.			44	73	28.4	27.1
Southwest Miss.Comm.College		IV	3	31.7	4	39.1	23.			19	34	30.5	32.4
M I S S O U R I													
Crowder College	3	IV	5	24.2	5	29.0	20.			40	15	24.1	24.4
East Central College		IV	3	32.0	4	38.4	20.		4.2	39	20	32.1	31.9
Kemper Military School &Coll		IV	5	20.9	5	22.7	9.			4	6	---	---
Metropolitan Comm. Colleges	107	IV	2	37.1	2	46.0	24.	54.	4.5	137	110	39.5	34.1
Mineral Area College		IV	4	28.9	5	34.8	20.			28	27	29.8	28.0
Moberly Area Community Coll.		IV	5	26.6	5	31.3	18.	18.		14	24	28.1	25.7
North Central Missouri Coll.		IV	4	29.0	5	35.0	21.	67.		8	13	32.5	26.8
State Fair Community College		IV	5	27.6	5	33.0	20.		6.4	26	23	27.6	27.6
Three Rivers Comm. College		IV	5	27.6	5	32.9	19.	47.	9.0	31	22	29.0	25.7
M O N T A N A													
Miles Community College		IV	4	28.7	4	37.6	31.		6.4	11	14	29.5	28.0
Salish Kootenai College		IV	4	29.0	5	34.9	20.		11.9	12	9	30.2	27.4
N E B R A S K A													
Central Comm.Coll.-Grd. Isl.	42	IV	5	27.8	4	36.1	30.			72	60	28.9	26.4
Metropolitan Community Coll.		IV	4	31.5	3	41.1	31.			76	62	32.1	30.7
Mid-Plains Comm. Coll. Area		IV	3	32.3	3	42.2	31.			52	26	32.9	31.3
Northeast Community College		IV	4	31.6	3	42.0	33.		3.6	65	22	32.1	30.0
Southeast Comm.College Area	146	IV	4	30.8	3	40.5	31.			149	83	31.4	29.8
Western Nebraska Comm. Coll.	197	IV	4	31.0	3	41.5	34.		5.8	52	15	32.6	25.6
N E V A D A													
Comm.Coll.of Southern Nevada		IV	2	39.6	2	46.9	18.	59.		105	57	40.4	38.3
Northern Nevada Comm.College	120	IV	2	37.9	3	44.7	18.	60.	4.0	18	12	37.4	38.5
Truckee Meadows Comm.College		IV	2	42.9	2	49.8	16.	74.		46	38	42.8	43.0
Western Nevada Comm. College	196	IV	2	42.5	2	50.5	19.	57.	2.5	33	30	43.6	41.4
N E W M E X I C O													
Albuquerque Tech Voc Inst	30	IV	4	28.9	4	35.8	24.		3.0	137	167	31.5	26.8
Clovis Community College		IV	4	29.5	4	37.2	26.	15.	6.7	20	20	29.6	29.4
Northern N.Mex.Comm.College	121	IV	5	26.1	5	33.2	27.	32.	4.2	23	24	26.5	25.7
Santa Fe Community College		IV	3	32.5	3	39.8	23.			16	17	32.2	32.7
N E W Y O R K													
Berkeley College		IV	5	24.6	5	31.8	29.			3	8	---	---
N O R T H C A R O L I N A													
Alamance Community College		IV	4	28.8	4	36.1	25.			41	42	30.5	27.1
Anson Community College		IV	5	26.2	5	33.0	26.			25	11	25.7	27.3
Ashvle Buncombe Tech.Comm C.		IV	4	31.4	4	39.5	26.			48	40	32.2	30.5
Beaufort County Comm.Coll.		IV	5	28.6	4	36.0	26.			22	24	29.1	28.1
Bladen Community College		IV	5	25.3	5	31.7	25.			12	11	24.8	25.8
Blue Ridge Community College		IV	4	29.7	4	37.0	24.			28	17	29.9	29.4
Brunswick Community College		IV	5	26.7	5	33.3	25.			10	14	27.4	26.2
Caldwell Com.Coll.&Tech Inst		IV	4	30.1	4	37.5	24.			28	41	32.1	28.8
Cape Fear Community College		IV	4	31.0	4	38.6	24.			48	28	32.1	29.3
Carteret Community College		IV	4	29.9	4	37.2	24.			13	26	30.7	29.6

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NORTH CAROLINA (CONTD)													
Catawba Valley Comm. College		IV	5	28.0	5	35.0	25.			62	34	28.6	26.7
Central Carolina Comm. Coll.		IV	1	51.7	1	63.1	22.			58	46	71.6	26.6
Central Piedmont Comm. Coll.		IV	3	31.8	3	39.7	25.			112	116	33.1	30.5
Cleveland Community College		IV	5	27.1	5	33.9	25.			27	21	27.8	26.2
Coastal Carolina Comm. Coll.		IV	5	28.6	4	35.8	25.			52	53	30.4	26.8
College of the Albemarle		IV	5	27.9	5	34.8	25.			24	29	28.1	27.7
Craven Community College		IV	4	28.7	4	36.0	25.			27	30	31.6	26.1
Davidson County Comm. Coll.		IV	3	32.9	3	41.0	25.			34	31	34.4	31.1
Durham Technical Comm. Coll.		IV	4	30.6	4	38.0	25.			48	53	30.6	30.5
Edgecombe Community College		IV	5	26.1	5	32.5	24.			21	61	28.1	25.4
Fayetteville Tech.Comm.Coll.		IV	4	30.9	4	37.6	22.			96	102	31.4	30.4
Forsyth Tech. Comm. College		IV	4	30.2	4	37.0	22.			66	66	30.9	29.6
Gaston College		IV	4	31.4	4	39.0	24.			56	53	32.8	29.9
Guilford Technical Comm Coll		IV	4	30.1	4	37.4	24.			93	79	30.7	29.4
Halifax Community College		IV	5	27.6	5	35.0	27.			30	29	27.0	28.3
Haywood Community College		IV	4	28.7	4	36.2	26.			42	21	28.7	28.8
Isothermal Community College		IV	5	28.4	5	35.4	25.			27	28	29.9	26.9
James Sprunt Comm. College		IV	5	25.6	5	32.1	26.			16	24	25.2	25.8
Johnston Community College		IV	5	27.4	5	34.2	25.			68	42	27.3	27.5
Lenoir Community College		IV	5	28.2	5	35.2	25.			33	37	29.2	27.4
McDowell Tech. Comm. College		IV	5	25.8	5	32.4	25.			17	13	26.2	25.3
Martin Community College		IV	5	27.8	5	34.6	25.			14	12	29.9	25.2
Mayland Community College		IV	5	24.1	5	29.9	24.			12	19	24.9	23.6
Mitchell Community College		IV	4	29.3	4	36.5	25.			26	21	28.2	30.6
Montgomery Community College		IV	5	24.1	5	30.4	26.			18	9	24.6	23.2
Nash Community College		IV	5	28.4	4	36.0	27.			22	28	30.4	26.9
Pamlico Community College		IV	5	26.7	5	33.7	26.			7	4	---	---
Piedmont Community College		IV	5	26.2	5	33.1	26.			32	21	26.2	26.1
Pitt Community College		IV	5	27.5	5	34.4	25.			51	67	29.9	25.6
Randolph Community College		IV	4	29.6	4	37.1	25.			27	21	29.9	29.2
Richmond Community College		IV	5	28.1	5	35.0	25.			21	22	27.3	28.9
Roanoke-Chowan Comm. College		IV	5	27.1	5	33.8	25.			11	17	26.2	27.6
Robeson Community College		IV	4	30.1	4	37.4	24.			17	27	29.8	30.3
Rockingham Community College		IV	4	31.1	4	38.9	25.			30	23	31.8	30.1
Rowan-Cabarrus Comm. College		IV	4	31.6	4	39.3	24.			28	38	32.5	31.0
Sampson Community College		IV	5	27.9	5	34.8	25.			22	28	28.1	27.7
Sandhills Community College		IV	3	33.1	3	41.2	25.			54	47	34.8	31.1
Southeastern Community Coll.		IV	5	26.8	5	33.5	25.			32	35	25.7	27.7
Southwestern Community Coll.		IV	5	27.8	5	34.8	25.			23	25	27.1	28.5
Stanly Community College		IV	5	27.2	5	34.0	25.			18	32	29.5	25.9
Surry Community College		IV	4	28.8	4	36.6	27.			45	34	30.3	26.8
Tri-County Community College		IV	5	25.3	5	31.8	26.			12	11	25.4	25.0
Wake Tech. Community Coll.		IV	4	28.7	4	35.8	25.			88	96	29.4	28.1
Wayne Community College		IV	4	29.7	4	37.4	26.			52	47	30.9	28.4
Western Piedmont Comm. Coll.		IV	5	27.9	5	35.2	26.			30	31	29.2	26.6
Wilkes Community College		IV	3	31.7	4	39.6	25.			33	30	32.2	31.2
Wilson Technical Comm. Coll.		IV	4	29.1	4	36.3	25.			23	22	29.9	28.3
NORTH DAKOTA													
North Dakota St.Coll.of.Sci.		IV	4	31.1	3	41.0	32.	70.	2.3	97	28	31.4	29.8
North Dakota St.U.-Bottineau		IV	4	30.6	4	39.4	29.	63.		14	5	---	---
OHIO													
Hocking Technical College		IV	3	32.3	3	40.9	27.			77	69	31.5	33.1
OKLAHOMA													
Carl Albert State College		IV	4	30.7	4	37.9	24.			21	11	31.3	29.6
Eastern Oklahoma State Coll.		IV	3	32.1	4	39.3	22.	66.		25	22	33.3	30.7
Northeastern Okla. A&M Coll.		IV	4	30.7	4	38.4	25.	77.		51	36	31.1	30.1
Oklahoma City Community Coll	3	IV	3	33.5	3	42.4	26.		0.0	48	54	34.1	33.0
Okla.State Univ.-Tech.Br.		IV	4	31.1	4	39.0	25.		1.8	103	24	32.0	27.2
Rogers State College		IV	5	27.5	5	34.2	24.			31	29	28.0	27.0
Rose State College	3	IV	3	32.7	3	41.7	27.	73.	0.0	73	75	34.0	31.5
Saint Gregory's College		IV	5	25.6	5	30.5	19.	50.		4	6	---	---
Seminole Junior College		IV	4	28.7	5	35.7	25.	53.		27	16	30.0	26.5
Southwestern Okl.St.U.-Sayre		IV	4	29.4	4	36.7	25.	25.	2.5	7	9	30.6	28.5
Western Oklahoma State Coll.		IV	3	32.4	3	40.7	26.	69.		27	18	32.4	32.4

APPENDIX II NAME OF INSTITUTION	NOTES	(1) INSTCATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	 WOMEN	(10) AVERAGE SALARY BY SEX MEN	 WOMEN
OREGON													
Bassist College		IV	5	21.8	5	24.8	14.			1	9	---	---
Blue Mountain Community Coll		IV	2	40.1	2	54.7	36.	69.		53	24	41.7	36.6
Clackamas Community College		IV	2	40.8	2	53.7	32.	85.	6.2	71	60	41.2	40.3
Clatsop Community College		IV	3	33.5	3	44.5	33.	62.		24	13	33.8	33.0
Lane Community College		IV	2	37.4	2	51.6	38.		4.0	144	136	39.5	35.2
Linn-Benton Community Coll.		IV	3	34.7	3	45.2	30.			86	76	36.7	32.5
Mount Hood Community College		IV	2	40.3	2	53.6	33.	75.		94	75	42.3	37.8
Portland Community College	132	IV	2	40.3	2	54.0	34.	82.	4.8	188	182	41.6	39.0
Rogue Community College	136	IV	3	35.9	2	47.4	32.			31	37	39.5	32.8
Treasure Valley Comm.College		IV	3	33.2	2	47.7	44.	78.		32	23	35.6	29.7
Umpqua Community College		IV	3	35.4	2	47.4	34.			30	30	36.3	34.6
SOUTH CAROLINA													
Florence-Darlgtn. Tech.Coll.		IV	5	27.2	5	34.6	27.		0.4	39	50	27.6	26.9
Midlands Technical College	109	IV	5	28.3	5	35.6	26.			84	116	29.5	27.4
Spartanburg Technical Coll.		IV	5	24.3	5	30.3	25.			46	54	25.0	23.6
Tech. Coll.of the Lowcountry	158	IV	5	24.0	5	30.4	27.		0.0	15	25	23.5	24.3
Trident Technical College	165	IV	4	29.9	4	38.2	28.		12.8	95	109	30.7	29.3
York Technical College		IV	5	27.6	5	34.2	24.		2.1	33	43	28.3	27.0
TEXAS													
Alvin Community College	3	IV	2	39.5	2	49.4	25.	84.		60	38	40.3	38.2
Angelina College		IV	2	38.3	2	45.4	19.		3.2	39	44	40.6	36.3
Austin Community College	32	IV	2	36.8	2	46.6	27.		5.7	134	122	37.6	35.9
Blinn College		IV	3	35.3	3	45.2	28.			69	58	37.1	33.2
Brookhaven College-DCCCD		IV	2	43.2	2	49.4	14.		3.2	43	52	43.7	42.8
Cedar Valley Coll.-DCCCD		IV	2	42.3	2	48.5	15.		3.2	31	19	43.6	40.2
Central Texas College	9	IV	3	35.9	3	44.4	24.			59	57	35.9	35.8
Clarendon College		IV	4	31.3	4	37.6	20.	21.		15	9	33.1	28.5
Collin County Comm. College		IV	3	32.6	4	39.4	21.			61	66	33.0	32.2
Cooke County College		IV	4	30.4	5	35.7	17.			37	34	31.3	29.4
Eastfield College-DCCCD		IV	1	47.3	2	53.9	14.		3.2	72	31	48.3	45.0
El Centro College-DCCCD		IV	2	42.5	2	48.7	15.		3.2	48	94	45.6	40.9
El Paso Community College	62	IV	3	35.7	3	42.9	20.	60.	6.1	167	153	37.4	33.8
Grayson County College		IV	3	33.4	3	41.6	25.		5.2	46	51	36.0	31.0
Hill College		IV	4	29.3	5	35.5	21.	27.		29	22	30.4	27.9
Houston Community College	80	IV	3	33.7	3	39.9	18.	14.		279	268	33.9	33.5
Laredo Junior College		IV	3	35.6	2	46.1	29.	80.		88	74	36.0	35.3
Lee College		IV	2	38.3	2	51.2	34.		3.6	90	63	40.8	34.7
Midland College		IV	3	35.6	3	44.7	25.		0.8	48	29	36.1	35.0
Mountain View College-DCCCD		IV	1	47.1	2	53.7	14.		3.2	53	26	48.3	44.7
Navarro College		IV	3	32.2	3	40.6	26.		6.6	40	38	33.2	31.1
North Harris Co. Coll. Dist.	115	IV	2	37.2	2	46.2	24.	74.		139	143	39.0	35.5
North Lake College-DCCCD		IV	1	44.3	2	50.6	14.		3.2	41	30	44.4	44.3
Panola College	3	IV	4	31.6	3	39.9	26.	27.	7.3	18	30	34.6	29.8
Paris Junior College	3	IV	4	31.1	4	39.3	26.	47.	2.0	27	32	31.0	31.1
Ranger College		IV	5	26.4	5	31.1	18.	52.		14	15	27.9	25.1
Richland College-DCCCD		IV	1	46.4	2	52.9	14.		3.2	87	71	48.3	44.1
San Jacinto College	142	IV	3	34.5	3	41.0	19.			213	239	35.1	33.9
Temple Junior College		IV	3	35.4	3	43.5	23.	79.		36	37	36.2	34.6
Texas State Tech.Coll.-Amrlo		IV	5	28.2	4	36.8	31.		0.0	42	12	28.3	27.9
Texas State Tech.Coll.-Hrlgn	161	IV	5	28.6	4	38.1	33.		0.0	119	45	29.4	26.5
Texas State Tech.Coll.-Waco	27	IV	4	29.2	4	38.2	31.		0.0	237	39	29.5	27.6
Trinity Valley Comm. College	166	IV	3	34.6	3	44.0	27.		3.4	70	51	34.9	34.1
Tyler Junior College		IV	3	35.0	3	42.5	21.			89	97	35.3	34.7
Victoria College		IV	2	36.0	3	44.1	23.	71.	3.3	52	47	38.7	33.0
Weatherford College		IV	3	34.6	3	40.1	16.		0.0	28	26	35.6	33.5
Wharton County Junior Coll.	3	IV	3	33.8	3	42.5	26.			56	45	35.4	31.8
UTAH													
Dixie College		IV	4	30.6	3	42.9	40.	52.		52	23	31.5	28.5
VIRGINIA													
Southern Va. Coll. for Women		IV	5	22.4	5	25.3	13.			5	7	---	---
WASHINGTON													
Bates Technical College	33	IV	2	38.5	2	49.3	28.	87.		63	45	39.1	37.6

APPENDIX II NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	 WOMEN	(10) AVERAGE SALARY BY SEX MEN	 WOMEN
WASHINGTON (CONTD)													
Bellevue Community College		IV	2	38.9	2	49.4	27.	69.		59	50	39.5	38.1
Bellingham Technical College	36	IV	2	40.3	2	48.0	19.	71.		18	16	41.5	38.9
Big Bend College		IV	2	38.1	2	48.6	27.	81.		27	15	38.8	37.0
Centralia College		IV	2	37.9	2	48.3	28.	88.		43	22	38.5	36.8
Clark College		IV	2	37.0	2	47.2	27.	82.		69	56	38.0	35.9
Clover Park Technical Coll.	46	IV	3	33.4	3	43.6	30.	83.		66	60	35.3	31.4
Columbia Basin College		IV	2	36.7	2	46.7	27.	73.		46	25	37.9	34.4
Edmonds Community College		IV	2	36.8	2	46.8	27.	57.		63	61	37.9	35.6
Everett Community College		IV	2	38.0	2	48.7	28.	94.		60	38	38.4	37.4
Grays Harbor College		IV	2	36.9	2	47.3	28.	62.		29	16	37.9	35.3
Green River Community Coll.		IV	2	40.9	2	51.9	27.	80.		72	33	41.4	39.9
Highline Community College		IV	2	37.9	2	48.3	28.	88.		66	47	38.5	36.9
Lake Wash. Technical College		IV	3	33.8	3	43.6	29.			29	21	34.3	33.2
Lower Columbia College		IV	2	37.3	2	47.3	27.	79.		44	28	38.3	35.7
North Seattle Comm. College		IV	2	36.9	2	46.9	27.	75.		55	47	37.7	35.9
Olympic College		IV	2	38.5	2	49.0	27.	80.		50	37	39.3	37.4
Pierce College		IV	3	35.9	2	46.4	29.	86.		51	37	37.1	34.3
Renton Technical College		IV	3	35.4	3	45.1	27.	69.		34	30	36.5	34.1
Seattle Vocational College		IV	2	36.8	2	46.9	27.	64.		68	74	37.8	35.9
Shoreline Community College		IV	2	39.1	2	49.8	27.	86.		69	70	39.2	39.0
Skagit Valley College		IV	3	35.5	2	45.4	28.	79.		44	37	35.8	35.1
South Puget Sound Comm.Coll.		IV	3	35.3	3	45.2	28.	71.		32	31	36.2	34.4
South Seattle Comm. College		IV	2	37.0	2	47.2	28.	80.		54	17	37.3	36.0
Spokane Community College		IV	2	38.3	2	49.5	29.	93.	1.2	116	72	38.7	37.6
Spokane Falls Comm. College		IV	2	37.9	2	49.1	29.	82.	1.1	81	49	38.3	37.3
Tacoma Community College		IV	2	38.8	2	49.5	28.	70.	5.5	47	40	40.2	37.2
Walla Walla Community Coll.		IV	2	36.1	2	46.0	28.	73.		55	35	36.3	35.7
Wenatchee Valley College		IV	3	34.7	3	44.7	29.	92.		29	22	35.2	34.1
Whatcom Community College		IV	3	34.1	3	43.7	28.	76.	2.7	13	16	34.0	34.1
Yakima Valley Comm. College		IV	2	40.3	2	51.1	27.	76.		52	38	41.1	39.2
WEST VIRGINIA													
College of West Virginia		IV	4	29.0	5	35.3	22.			18	19	28.2	29.6
WISCONSIN													
Chippewa Valley Tech. Coll.		IV	2	41.8	2	55.6	33.		5.1	109	71	41.2	42.6
Northeast Wis. Tech. College	119	IV	2	42.6	1	55.9	31.			134	89	43.4	41.3
Waukesha County Tech. Coll.		IV	1	46.0	1	60.4	31.		6.5	94	53	46.4	45.3
WYOMING													
Laramie County Comm. College		IV	4	31.3	3	40.1	28.		0.9	40	39	32.7	30.0

NOTES TO APPENDIXES I AND II

1. Conversion factor of 69.6%
2. Conversion factor of 71.4%
3. Conversion factor of 75.0%
4. Conversion factor of 76.3%
5. Conversion factor of 76.4%
6. Conversion factor of 76.9%
7. Conversion factor of 78.1%
8. Conversion factor of 78.8%
9. Conversion factor of 80.0%
10. Conversion factor of 82.2%
11. Conversion factor of 82.3%
12. Conversion factor of 83.0%
13. Conversion factor of 83.3%
14. Conversion factor of 84.2%
15. Conversion factor of 84.8%
16. Conversion factor of 85.5%
17. Conversion factor of 85.6%
18. Conversion factor of 85.7%
19. Conversion factor of 86.0%
20. Conversion factor of 86.2%
21. Conversion factor of 86.3%
22. Conversion factor of 86.4%
23. Conversion factor of 87.5%
24. Conversion factor of 90.0%
25. The December 1, 1993, salary increase is not reflected in these data.
26. The retirement component does not include the contribution for unfunded retirement liability.
27. Compensation also includes a portion of the employee's contribution to Social Security, which is paid by the state (5.85% of the first $16,500 of salary).
28. California Community Colleges—Salary data provided by the Office of the Chancellor. Data shown under "men" are for men and women faculty. Fringe benefits have been estimated.
29. Compensation also includes the portion of the employee's contribution to Social Security paid by the state (5.85 percent of the first $16,500 of salary). A factor of 75% was used to convert 12-month salaries to standard academic year basis.
30. Albuquerque Technical Vocational Institute—Data include Main, Joseph M. Montoya, and Rio Rancho campuses.
31. Antioch University—Data include Antioch College, Yellow Springs, Ohio, Los Angeles Branch, New England Graduate School, and Seattle Branch campuses.
32. Austin Community College—Data include Austin, Cypress Creek, Eastridge, Northridge, Pinnacle, and Riverside campuses. See footnote 3.
33. Bates Technical College—Newly transferred under Postsecondary Educational Directory.
34. Baylor University—Data also include Nursing faculty in Dallas.
35. Belleville Area College District #522—Data include Belleville, Grand City, and Red Bud campuses. See footnote 4.
36. Bellingham Technical College—Newly transferred under Postsecondary Educational Directory.
37. Beloit College—Not included in the salary or compensation figures is a $2,000 stipend given each faculty member participating in the student orientation program.
38. Briar Cliff College—Data apply to lay faculty only.
39. California State Colleges System—Contract negotiations concluded after data submission. All CSU campuses will receive an average increase in salary of 4.3 percent effective April 1, 1994.
40. Caribbean University—Data include Bayamon, Carolina, Vega Baja, and Ponce campuses.
41. Central Alabama Community College—Formerly known as Alexander Community College. Data include Childersburg and Alexander City campuses.
42. Central Community College-Grand Island—Data include Columbus, Hastings, and Grand Island campuses.
43. Chabot-Las Positas Community College District—Data include Chabot and Las Positas Colleges. See footnote 28.
44. Charles County Community College—Data include La Plata, St. Mary's County, and Calvert County Community Colleges.
45. Clarion University of Pennsylvania—Data include main campus and Venango Branch at Oil City, Penn. See footnote 26.
46. Clover Park Technical College—Newly transferred under Postsecondary Educational Directory.
47. Coast Community College District—Data include Coastline, Golden West, and Orange Coast campuses. See footnote 28.
48. Colorado Institute of Art—Data shown under "men" are for both men and women faculty. No fringe benefits provided.
49. Colorado Northwestern Community College—Data include Rangeley, Craig, Hayden, Meeker, and South Routt campuses.
50. Colorado Technical College—Data shown under "men" are for both men and women faculty.
51. Columbia Green Community College—The 1993–94 salary increase is not reflected in these data.
52. Columbia University—Data do not include Applied Sciences faculty.
53. Concordia College—Data reflect a 2% increase not finalized at time of submission.
54. Contra Costa Community College—Data include Diablo Valley, Los Medanos, and Contra Costa Colleges. See footnote 28.
55. Copiah-Lincoln Junior College—Data include both the Wesson and Natchez campuses.
56. Cornell University (Endowed)—Data include the Colleges of Architecture, Arts, Arts and Sciences, Engineering, School of Hotel Administration, Law School, Johnson Graduate School of Management, and African Studies and Research Center.
57. Cornell University (Statutory Colleges)—Data include the College of Agricultural and Life Sciences, Human Ecology, Industrial and Labor Relations, and Veterinary Medicine.
58. Daytona Beach Community College—Data include Daytona Beach, West, South, Flagler/Palm Coast, and Four Townes campuses.
59. Des Moines Area Community College—Data include Ankeny, Boone, Carroll, and Urban campuses. See footnote 7.
60. Eastern Illinois University—Data do not reflect the 1993–94 salary increase.
61. Eastern Iowa Community College District—Data include Clinton, Muscatine, and Scott Community Colleges.
62. El Paso County Community College—Data include Valle Verde, Transmountain, Rio Grande, and off-campus sites. See footnote 3.
63. Embry-Riddle Aeronautical University—Data include Daytona Beach, Fla., and Prescott, Ariz., campuses.
64. Erie Community College—Data include North, South, and City campuses.
65. Fairleigh Dickinson University—Data include Teaneck, Rutherford, and Madison campuses. See footnote 13.
66. Fairmont State College—Data include only the 9-month faculty.
67. Florida Atlantic University—Data include Boca Raton, Broward, and North Palm Beach campuses.
68. Foothill-De Anza Community College District—Data include De Anza and Foothill Colleges. See footnote 28.
69. Fordham University—Data include Rose Hill, Bronx, Lincoln Center, and New York City campuses.
70. Franklin Pierce Law Center—Data published in the 1992–93 Annual Report were converted and should not have been. Average salary and average compensation should have been shown as 72.0 and 84.4 instead of 59.6 and 70.7, respectively.
71. Gadsden State Community College—Data include Wallow Drive, East Broad, Valley Street, St. Clair, and Anniston campuses.
72. Goldey-Beacom College—Data include Pike Creek campus and Business Training Center.
73. Gordon-Conwell Theological Seminary—Data include Boston, Charlotte, and Hamilton campuses.
74. Grossmont-Cuyamaca Community College District—Data include Cuyamaca and Grossmont Colleges. See footnote 28.
75. Harrisburg Area Community College—Data include Wildwood (main campus), Lancaster, and Lebanon campuses. See footnote 9.
76. Harvard University—Data do not include the Dental School, previously included. Benefits to not include housing and relocation subsidies, which are countable benefits.
77. Hebrew Union College—Data include Cincinnati, Los Angeles, and New York campuses. Because Hebrew Union, which is predominantly a graduate institution, has a very substantial portion of its faculty at the full professor level at the top of the scale, average salary is skewed upward.
78. Hibbing Community College—Data also include Duluth Center.
79. Hinds Community College—Data include Raymonds, Utica, Jackson, Rankin, and Vicksburg/Warren County campuses.
80. Houston Community College System—Data include College Without Walls, Northeast, Southwest, Central, Southeast, and Northwest Colleges.
81. Howard County Junior College District—Data include Southwest Collegiate Institute for the Deaf, Brownwood, Del Rio, Federal Prison-Big Spring, Fredericksburg, Kerrville, Lamesa, San Angelo, Snyder, and Howard College campuses.
82. Hutchinson/Willmar College—Data include both Hutchinson and Willmar campuses.
83. Idaho State University—Data also include Applied Technical faculty.
84. Illinois Eastern Community College—Data include Frontier Community, Lincoln Trail, Olney Central, and Wabash Valley Colleges. See footnote 3.
85. Indian Hill Community College—Data include Ottumwa and Centerville campuses. See footnote 3.
86. Indiana University of Pennsylvania. Data include Armstrong and Punxsutawney campuses. See footnote 26.
87. Iowa Valley Community College District—Data include Wellsworth and Marshalltown Community Colleges.
88. Iowa Western Community College—Data also include Harlan Center and Clarinda campuses.
89. Ithaca College—Fringe benefits have been estimated.
90. J. Sargeant Reynolds Community College—Data include Downtown, Parham, and Western campuses. See footnote 25.
91. John Tyler Community College—Data include Chester and Midlothian campuses. See footnote 25.

92. Kern County Community College District—Data include Bakersfield, Cerro, Coso County, and Porterville Colleges. See footnote 28.
93. Lamar University-Beaumont—Data also include Lamar Institute of Technology. See footnote 27.
94. Lewis-Clark State College—Data include both Academic and Vocational Education faculty.
95. Long Island University—Data include C.W. Post, Brooklyn, Southhampton, Brentwood, and Rockland campuses.
96. Los Angeles Community College District—Data include East Los Angeles, Los Angeles City, Los Angeles Harbor, Los Angeles Mission, Los Angeles Pierce, Los Angeles Southwest, Los Angeles Trade/Tech, Los Angeles Valley, and West Los Angeles Colleges. See footnote 28.
97. Los Rios Community College District—Data include American River, Consumnes River, and Sacramento City Colleges. See footnote 28.
98. Louisiana State University A&M College—Data also include Louisiana State University Agricultural and Herbert Law Center faculty.
99. Loyola University of Chicago—Data do not include former Mundeleine College faculty.
100. Mohawk Valley Community College—Data include Utica and Rome campuses.
101. Marymount College of Tarrytown—Additional compensation in lieu of specific benefits once included in salary now reflected under "other benefits" rather than under salary.
102. Massasoit Community College—Data include Brockton and Canton campuses.
103. Mercer University—Data include Macon and Atlanta Campuses.
104. Mercy College—Data also include Bronx, Peekskill, White Plains, and Yorktown campuses.
105. Mesa State College—Data include main campus, Grand Junction, VTEC, and Montrose campuses. See footnote 13.
106. Mesabi Community College—Data also include Fond Du Lac Center.
107. Metropolitan Community College—Data include Longview, Maple Woods, and Pennsylvania Valley Community Colleges.
108. Miami-Dade Community College—Data include North, South, Wolfson, Medical Center, Homestead, and New World School of Arts.
109. Midlands Technical College—Data include Airport, Beltline, and off-campus locations.
110. Minneapolis Community College—Data also include the Center for Criminal Justice and Law Enforcement campus.
111. Mississippi Gulf Coast Community College—Data include Perkinson, Jefferson Davis, and Jackson County campuses.
112. Monroe Community College—Fringe benefits estimated. See footnote 13.
113. National Louis University—Data include Atlanta; Heidelberg, Germany; Beloit and Milwaukee, Wis.; Nowy Sacz, Poland; Washington; McLean, Va.; St. Louis; Tampa; and Chicago, Elgin, Lake Avenue, and Wheaton, Ill. campuses. See footnote 12.
114. New York Institute of Technology—Data include Old Westbury, Metropolitan Center, and Central Islip campuses.
115. North Harris Montgomery Community College District—Data include East, South, and Tomball College campuses.
116. North Arkansas Community College—Data include Harrison and Batesville campuses.
117. North Orange County Community College District—Data include Cypress and Fullerton Colleges. See footnote 28.
118. North Shore Community College—Data include Beverly, Danvers, and Lynn campuses.
119. Northeast Wisconsin Technical College—Data include Green Bay, Marinette, and Sturgeon Bay campuses.
120. Northern Nevada Community College—Data include Elko, Ely, and Winnemucca campuses.
121. Northern New Mexico Community College—Data include Espagnola and El Rito campuses.
122. Northwestern State University—Data also include Shreveport Nursing campus.
123. Norwich University—Data also include Military College of Vermont and Vermont College faculty.
124. Notre Dame College of Ohio—Salary data apply to both lay and clerical faculty but certain benefits do not cover clerics.
125. Oakland City College—Data also include Bedford College Center.
126. Ottowa University—Data include Ottawa, Kansas City/Overland Park, Kansas; Phoenix; and Milwaukee campuses.
127. Pace University—Data include Pleasantville an White Plains campuses but exclude Law faculty.
128. Pennsylvania State University-IIA Campuses—Data include Erie, Behrend, Harrisburg, Capital, and Great Valley Centers. See footnote 26.
129. Pennsylvania State University-III Campuses—Data include Allentown, Latoona, Beaver, Berks, Delaware, DuBois, Fayette, Great Valley, Hazelton, McKeesport, Mont Alto, New Kensington, Ogontz, Schuylkill, Shenango, Wilkes-Barre, Worthington-Scranton, and York campuses. See footnote 26.
130. Peralta Community College District—Data include Colleges of Alameda and Laney, Merritt, and Vista Colleges. See footnote 28.
131. Pfeiffer College—Data also include Extension campus in Charlotte.
132. Portland Community College—Data include Portland, Sylvania, Rock Creek, Cascade, and Open campuses.
133. Providence College—Data also include Flanagan Knight and Providence campuses.
134. Quinnipiac College—Data also include School of Law faculty. See footnote 22.
135. Reformed Theological Seminary—Data include Jackson, Miss.; Charlotte, N.C.; and Orlando, Fla. campuses.
136. Rogue Community College—Data include Grants Pass and Phoenix campuses.
137. Saint Cloud State University—Data do not reflect 1993–94 increase.
138. Saint Joseph's College (Ind.)—Data apply to lay faculty only.
139. Saint Peter's College—Data include Jersey City and Englewood Cliffs campuses.
140. Salt Lake Community College—Data also include Satellite Centers. See footnote 9.
141. San Diego Community College District—Data include San Diego City, San Diego Mesa, and San Diego Miramar Colleges. See footnote 28.
142. San Jacinto College—Data include Central, North, and South campuses.
143. San Jose/Evergreen Community College District—Data include Evergreen Valley and San Jose City campuses. See footnote 28.
144. San Mateo County Community College District—Data include College of San Mateo and Skyline College. See footnote 28.
145. Sarah Lawrence College—The institution does not utilize standard academic ranks but "equivalents."
146. Southeast Community College—Data include Beatrice, Lincoln, and Milford campuses.
147. Southeastern Community College—Data include West Burlington and Keokuk campuses.
148. Southern College of Seventh-Day Adventists—Data include Collegedale and Orlando campuses.
149. Southern Utah University—Average compensation published in the 1992–93 Annual Report should have been: 53.0, 45.0, 39.0, 34.2, and 43.7 for professor, associate, assistant, instructor, and all ranks, respectively.
150. Southern West Virginia Community College—Data include Logan, Williamson, Boone, and Wyoming campuses.
151. Southwest State University—Data do not reflect 1993–94 salary increase.
152. St. Joseph's College—Data include Brooklyn and Suffolk Branch campuses.
153. State Center Community College District—Data include Fresno City and Kings River Community Colleges. See footnote 28.
154. Stetson University—Data include DeLand and St. Petersburg campuses.
155. Sul Ross State University—Data include Alpine and Uvalde campuses. See footnote 29.
156. SUNY at Buffalo and Stony Brook—Data also include Health Sciences faculty.
157. Syracuse University—Data also include College Center of the Finger Lakes, Mid-Hudson, Rome, and Endicott Oswego Graduate Center.
158. Technical College of the Lowcountry—Data include Beaufort, Hampton Extension, and Hilton Head campuses.
159. Tennessee State University—Data also include Avon North Williams campus.
160. Texas A&M International University—Formerly known as Laredo State University. See footnote 29.
161. Texas State Technical College-Harlingen—Data also include Marshall Texas Extension Center. See footnote 27.
162. Texas A&M University-Corpus Christi—Formerly known as Corpus Christi State University. See footnote 27.
163. Texas Woman's University—Data include Denton, Dallas, and Houston campuses. See footnote 29.
164. Transylvania University—Substantial supplements for excellence in teaching not included in salaries are reflected in compensation figures.
165. Trident Technical College—Data include Berkeley, Charleston, and Palmer campuses.
166. Trinity Valley Community College—Data include Athens, Anderson County, Kaufman Health Science Center, and Kaufman County campuses.
167. Troy State University—Data include Troy, Nursing faculty, and Phenix City campuses.
168. Tufts University—Data include Arts and Sciences, Fletcher School of Law and Diplomacy, the Dental School, the school of Veterinary Medicine, and the School of Nutrition.
169. Tusculum College—Faculty and Board of Trustees both approved adoption of fixed-interval contract system instead of traditional tenure system. College to honor tenure awarded prior to new system.
170. Union University—Data include Jackson and Memphis campuses.

171. University of Alabama at Birmingham—Data apply only to the University General Schools.
172. University of Alaska-Anchorage—Data include Anchorage, Malsu, Kenai, and Kodiak campuses.
173. University of Alaska-Fairbanks—Data include North Slope, Kuskokwin, Chuchki, Bristol, and Northwest campuses.
174. University of Alaska-Southeast—Data include Juneau, Ketchikan, and Sitka campuses.
175. University of California System—The fringe benefits as a percent of salary shown in column 6 include the normal cost of the defined benefits plan. Average salaries reflect a 5% pay reduction for the period July 1 through October 31, 1993. For the period November 1, 1993, through June 30, 1994, a 2.6% reduction will be applied to pre-cut salaries resulting in average annual salary reduction of 3.5 percent over the 1993–94 year. See footnote 21.
176. University of Florida—Average compensation for ranks of Assistant and All Ranks Combined published in the 1992–93 Annual Report should have been shown as 40.4 and 58.0, respectively.
177. University of Hawaii System—Data do not reflect 1993–94 salary increase as negotiation was underway at the time of submission. See footnote 16.
178. University of Kentucky Community Colleges—Data include all 13 campuses.
179. University Maine at Southern—Formerly known as University of Southern Maine. Data also include Law faculty.
180. University of Miami—Data also include School of Marine and Atmospheric Sciences and School of Nursing.
181. University of Nebraska—Data reflect the January 1, 1994, salary increase.
182. University of Northern Iowa—Not reflected in salary data is an individual non-recurring increase of $444 given to 83% of the faculty.
183. University of the Pacific—Data also include McGeorge School of Law, Sacramento, and School of Dentistry in San Francisco.
184. University of Rhode Island—Data also include Narragansett Bay campus. Data include a 5% increase but do not reflect impact of promotion or turnover.
185. University of Tennessee—Data also include the Space Institute faculty.
186. University of Texas at Brownsville—Data include Southmost College faculty. See footnote 27.
187. University of Washington—Data do not include faculty at Bothell and Tacoma branches.
188. University of West Florida—Data include Pensacola, Ft. Walton Beach, and Elgin campuses.
189. Ursuline College—Certain benefits do not apply to clerics.
190. Utah Valley State College—Data include Provo and Orem campuses. A factor of 77.9% was used to convert 12-month salaries to standard academic year basis.
191. Ventura County Community College District—Data include Moorpark, Oxnard, and Ventura Colleges. See footnote 28.
192. Wartburg College—Increase in total faculty from previous years is due to change in definition of faculty.
193. Washington and Lee University—Data do not include Law faculty.
194. Wayland Baptist University—Data include Plainview, Tex.; Anchorage; Honolulu; Lubbock, Tex.; and Wichita Falls, Kan. campuses.
195. Westchester Community College—Data do not reflect 1993–94 salary increase under negotiation at time of submission.
196. Western Nevada Community College—Data include Carson City and Fallon campuses. See footnote 13.
197. Western Nebraska Community College—Data include Scottsbluff and Sidney campuses. See footnote 1.
198. Whittier College—Data also include Cincinnati Bridge, Lebanon, and Warren Correctional campuses.
200. Winona State University- –Data include Winona and Rochester campuses. These data do not reflect the 1993–94 salary increase under negotiation at time of submission.
201. Yavapai College—Data include Prescott and Verde campuses.
202. Yosemite Community College District—Data include Columbia and Modesto Junior Colleges. See footnote 28.

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Censured Administrations

Investigations by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges and Universities and more than 150 other professional and educational organizations. The 1940 *Statement of Principles on Academic Freedom and Tenure* may be found in the May–June 1990 issue of *Academe*.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from the Association's Washington office and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the *Bulletin* or *Academe* citations in parentheses following each listing. Reference should also be made to "Developments Relating to Censure by the Association" and to the "Report of Committee A," each of which appears annually in *Academe*.

Grove City College (Pennsylvania) (March 1963, 15–24) 1963
University of the Ozarks (Arkansas) (December 1963, 352–59) ...1964
Censure was voted specifically on the Board of Trustees, and not on the institution's administrative officers.
Amarillo College (Texas) (September 1967, 292–302) 1968
Frank Phillips College (Texas) (December 1968, 433–38) 1969
University of Central Oklahoma (March 1969, 66–77) 1969
Southern Arkansas University (March 1971, 40–49) 1971
Camden County College (New Jersey) (September 1973, 356–62) 1974
Virginia Community College System (April 1975, 30–38) 1975
Concordia Seminary (Missouri) (April 1975, 49–59) 1975
Houston Baptist University (April 1975, 60–64) 1975
Murray State University (Kentucky) (December 1975, 322–28) ...1976
Blinn College (Texas) (April 1976, 78–82) 1976
Marquette University (Wisconsin) (April 1976, 83–94) 1976
University of Osteopathic Medicine and Health Sciences (Iowa) (April 1977, 82–87) 1977
State University of New York (August 1977, 237–60) 1978
University of Detroit Mercy (March 1978, 36–54) 1978
Phillips County Community College (Arkansas) (May 1978, 93–98) 1978
University of Texas of the Permian Basin (May 1979, 240–50) ...1979
Wingate College (North Carolina) (May 1979, 251–56) 1979
Olivet College (Michigan) (April 1980, 140–50) 1980
Nichols College (Massachusetts) (May 1980, 207–12) 1980
Bridgewater State College (Massachusetts) (April 1981, 86–95) ...1981
Yeshiva University (New York) (August 1981, 186–95) 1982
American International College (Massachusetts) (May–June 1983, 42–46) 1983
Illinois College of Optometry (November–December 1982, 17a–23a) 1984
Metropolitan Community Colleges (Missouri) (March–April 1984, 23a–32a) 1984
Westminster College of Salt Lake City (November–December 1984, 1a–10a) 1985
Southwestern Adventist College (Texas) (January–February 1985, 1a–9a) 1985
Talladega College (Alabama) (May–June 1986, 6a–14a) 1986
Southern Nazarene University (Oklahoma) (November–December 1986, 7a–11a) 1987
The Catholic University of Puerto Rico (May–June 1987, 33–38) 1987
Husson College (Maine) (May–June 1987, 45–50) 1987
Hillsdale College (Michigan) (May–June 1988, 29–33) 1988
University of Judaism (California) (May–June 1988, 34–40) 1988
Maryland Institute, College of Art (May–June 1988, 49–54) 1988
Southeastern Baptist Theological Seminary (North Carolina) (May–June 1989, 35–45) 1989
Alabama State University (May–June 1989, 46–56) 1989
Concordia Theological Seminary (Indiana) (May–June 1989, 57–67) 1989
The Catholic University of America (September–October 1989, 27–40) 1990
Saint Leo College (Florida) (November–December 1989, 34–40)...1990
New York University (May–June 1990, 49–56) 1990
Dean Junior College (Massachusetts) (May–June 1991, 27–32) 1992
Wesley College (Delaware) (May–June 1992, 24–36) 1992
Baltimore City Community College (May–June 1992, 37–41) 1992
Loma Linda University (California) (May–June 1992, 42–49) 1992
Chowan College (North Carolina) (May–June 1992, 50–54) 1992
Clarkson College (Nebraska) (May–June 1993, 46–53) 1993
North Greenville College (South Carolina) (May–June 1993, 54–64) 1993
Savannah College of Art and Design (May–June 1993, 65–70) ...1993

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